

CSST

**Annual
Report
1983**

1983 - A Few Figures

	1982 ¹	1983
Workers covered by the plan	1 950 400	2 008 515
Employers registered with the Commission	144 846	147 096
Establishments recorded	157 283	181 921
Inspection interventions	16 102	14 004
Compliance inspections	11 367	9 691
Investigations following an accident	1 240	927
Interventions following a complaint	3 262	3 178
Application of the right of refusal	233	208
Prevention programs submitted to the CSST	—	1 013
Claims following occupational injuries	310 746	314 006
Accidents requiring medical assistance only	141 080	147 530
Benefit claims for work stoppages	165 316	162 386
Benefit claims for occupational diseases	4 161	3 920
Benefit claims following a death	189	170
Claims under the right to protective re-assignment of pregnant or breast-feeding workers	3 915	4 066
Pensions in force as at December 31	41 239	41 659
Employer assessments	667 405 000 \$	709 561 000 \$
Average rate of assessment per 100 \$ insurable	2,16 \$	2,05 \$
Maximum insurable wages	26 000 \$	29 000 \$
Investments with the Caisse de dépôt et placement du Québec as at December 31	1,6 billion \$	1,9 billion \$
Investment income	191 million \$	186 million \$
Overall expenses of the Commission	945 707 000 \$	968 154 000 \$
Compensation and rehabilitation programs	805 392 000 \$	813 267 000 \$
Prevention programs	30 002 000 \$	38 158 000 \$
Administration expenses	94 888 000 \$	88 402 000 \$
Overhead expenses	15 423 000 \$	28 327 000 \$

1. Some data from 1982 were reclassified for comparison with data from 1983.

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Commission de la santé
et de la sécurité du travail

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Mr. Richard Guay
President of
the National Assembly
Québec

Mr. President:

I have the honour of presenting you
with the Annual Report of the
*Commission de la santé et de la sécurité
du travail du Québec* for the year 1983,
as given to me by its Chairman and
Director General.

Yours very respectfully,

Paynald Fréchette
Minister of Labour



Mr. Raynald Fréchette
Minister of Labour
Gouvernement du Québec

Mr. Minister:

In accordance with section 163 of the
Act respecting occupational health and
safety, I have the honour of presenting
you with the Annual Report of the
*Commission de la santé et de la sécurité
du travail du Québec* for the year 1983.

Yours very respectfully,

Robert Sauvé
Chairman and Director General



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Message of the Chairman and Director General

Subsequent to the economic crisis and its consequences, 1983 began to show the signs and effects of a relative recovery. Some of these effects, together with constant efforts on the part of the Commission to improve its services, stand out clearly in this annual report.

The 1983 balance sheet reveals a substantial reduction in the average seriousness of occupational injuries and shows that their cost rose only 2% over 1982 levels, despite a higher benefit wage base and an increase in claims. At the same time, as announced to Québec employers and already in effect, the average assessment rate has been reduced and stabilized.

Stricter control over expenditures, simpler compensation and assessment procedures as part of an ongoing process to personalize services, policies that have led to shorter waiting and treatment periods and a decrease in our administrative costs, all these factors, coupled with the beginning of a recovery, allow an optimistic outlook.

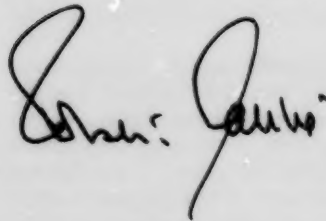
In addition, 1983 was marked by considerable progress in the reform, initiated in 1980, of the Québec occupational health and safety plan. Major improvement was made in financing. On the strength of a decision made a few years ago to increase the sufficiency of our accident fund, we have been able to establish a new financing method for the Commission. It is described at length in this report.

In 1983, almost all of the 337 sections of the Act respecting occupational health and safety were in force. This means that prevention structures are almost entirely operational and major steps have been completed in this field. Since October 22, 1983, health and safety committees can be formed in any establishment in a category designated by regulation (Groups I and II), that employs more than twenty workers. Before the deadline of July 1, 1983, the establishments in Group I prepared and began to apply their prevention program, and then the process was repeated later in the year for the second group designated as high-priority by the Commission's Board of Directors. Two health programs concerning asbestos and lead have been set up. Sector-based associations have multiplied. In short, the cornerstone of the plan — joint prevention — is starting to take concrete form.

As the driving force behind this reform, the regional offices worked towards integrating their various policies and activities to provide ever closer, more adequate, faster service. And we were able to carry out this major administrative reorganization without an increase in our staff. On the contrary we complied with the reduction of positions suggested by the *Conseil du Trésor*, without inconvenience.

Finally, the last aspect of the reform and initiator of a compensation plan other than the one Québec has known for over half a century, Bill 42 respecting industrial accidents and occupational diseases was tabled in the National Assembly by the Minister of Labour on November 22, 1983. Since then, with extensive discussions, it is going through the regular stages of readings and improvements before adoption.

The balance sheet of the CSST which enjoys full support from the government and the minister responsible, appears so positive in 1983 that I would like to express my keen appreciation not only to the Executive Committee and staff of the Commission, but also to employers and labour, and to the health and education sectors, for the part they have played in the step-by-step accomplishment of an essential social mission.

A handwritten signature in black ink, appearing to read "Robert Sauvé". The signature is fluid and cursive, with a large initial 'R' and 'S'.

Robert Sauvé

The Mandates of the Commission

The *Commission de la santé et de la sécurité du travail* is the agency chosen by the government to administer its occupational health and safety plan. It is a joint body whose Board of Directors consists of an equal number of representatives of Quebec workers and employers.

The Commission is responsible for the entire occupational health and safety system. Under the law, this agency is responsible for coordinating the management of all functions and services involved in every phase of the system.

With regard to *prevention-inspection*, the Commission's role is to enable workers and employers to participate in improving health and safety in the workplace and fully assume their rights and obligations as set out in the law. Its duties are essentially to oversee the regulations on occupational health and safety, set up standards, provide assistance for the implementation and operation of prevention programs and participation mechanisms, health services, and training, information and research services. As well, the Commission is responsible for supervising the application of occupational health and safety standards and regulations and verifying, in workplaces, that the rights and obligations provided for by law for both workers and employers are being complied with. The Commission is the only authority to make inspections and its jurisdiction extends to all aspects of occupational health and safety across Québec.

Within its *compensation* mandate, the Commission provides victims of occupational accidents and diseases as well as victims of criminal acts or acts of good citizenship, all the services to which they are entitled. This responsibility includes medical assistance, indemnities in cases of temporary or permanent disability, and rehabilitation to promote the resumption of an autonomous life and the return to work. The Commission also gives compensation to pregnant or breast-feeding workers when they exercise their right to protective re-assignment.

For *financing*, the Commission has full powers to set and collect assessments from the employers who are required to contribute to its accident fund. To do so, employers must register and be given a classification for assessment purposes. The assessments it collects must cover accidents costs, the prevention costs specified by law, its administration expenses and its overhead expenses.

Acts Administered

The various mandates of the *Commission de la santé et de la sécurité du travail* are governed by five laws which it administers; these are its constitutive act and four Québec acts dealing with compensation. It also has the responsibility, under a federal law, to compensate federal public servants who are victims of work accidents or occupational diseases.

The Act respecting occupational health and safety (R.S.Q., c. S-2.1) created the Commission and conferred upon it its various mandates. Sanctioned in 1979, the object of this Act is to eliminate, at the source, dangers for the health, safety and physical well-being of workers. It is a general law which is coming into force progressively, as each of its sections is decreed. Eleven of these sections concerning health and safety committees, were decreed in 1983, leaving only 24 out of 337 to be decreed at year's end. It should be noted that the major fields covered by the Act are being introduced in stages in the various sectors of the economy, according to an order of priorities determined by the Commission.

The Workmen's Compensation Act (R.S.Q., c. A-3) gives the CSST responsibility for managing an indemnity system to compensate workers who are victims of work accidents and occupational diseases, through a fund to which employers contribute on a mutual basis. The main provisions of this Act cover compensation, medical assistance and rehabilitation services to victims entitled to them, and the statements and assessments to be made by employers. The compensation plan

governed by the Workmen's Compensation Act is based on the degree of physical ability lost by the worker and takes into account his ability to resume his job or to adapt to another appropriate occupation.

The Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries (R.S.Q., c. I-7) established an indemnity system in 1975 applying only to mine and quarry workers suffering from asbestosis or silicosis. This Act is based on the principle of income replacement, plus a lump sum in relation to the disability rate of the victim and his age.

The Crime Victims Compensation Act (R.S.Q., c. I-6) and *the Act to promote good citizenship* (R.S.Q., c. C-20) adopted respectively in 1971 and 1977, are based on the same principles of compensation as the Workmen's Compensation Act, and the advantages provided for their beneficiaries are about the same, except for a few particular cases. The Minister of Justice is responsible for enforcing these two laws. Their administration comes under the CSST's jurisdiction and their costs are paid out of the province's consolidated fund, from the credits voted to the *ministère de la Justice*.

The Government Employees Compensation Act (R.S.C., c. G-8) is a federal law under which the CSST determines amounts of compensation to pay to federal employees, according to the rates and conditions prescribed in the provincial Act.

It should be noted that last November, the Minister of Labour, Raynald Fréchette, introduced a bill respecting industrial accidents and occupational diseases to the National Assembly. Once adopted, this new law will replace the Workmen's Compensation Act as well as the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries, and may effect the Crime Victims Compensation Act and the Act to promote good citizenship. The new plan proposed, based on income replacement, should enable full integration of all the compensation plans administered by the Commission.

Regulations

The Commission also enforces a number of regulations, either arising directly from the Acts it administers or adopted under other Acts and which are now under CSST jurisdiction by reason of the Act that created the CSST.

At the end of 1983, the Commission was applying a total of fifty-three regulations of which twenty-three dealt with prevention. Since the Commission was created in 1980, its Board of Directors has adopted or amended many regulations. Nineteen of these new regulations, including ten adopted under the Act respecting occupational health and safety and nine under the Workmen's Compensation Act, were in force at the end of 1983.

A list of the regulations administered by the Commission can be found in the appendix at the end of this report (p. 80).

Workers and Employers Subject to the Act

Compared with other Canadian provinces, Québec has one of the broadest occupational health and safety plans. At the end of the year, the Commission estimated that over two million workers were covered by the plan and 147 096 employers were subject to the Act, for which the Commission had 181 921 establishments registered in its files.

It should also be noted that Québec has made reciprocity agreements on social security with France and Italy, and the Commission is now negotiating similar agreements with Greece, Portugal, Belgium, West Germany, Jamaica and also some neighbouring American states. The agencies responsible for administering compensation systems for victims of work accidents or occupational diseases in the various Canadian provinces have likewise established similar agreements among themselves.

Administration of the Plan in 1983

The *Commission de la santé et de la sécurité du travail* is a public corporation within the meaning of the Civil Code; as such, it is vested with the general powers of such a corporation and has specific powers conferred on it by the Act. Its joint Board of Directors makes it the highest level of employer-worker participation mechanisms established under the law that enables both groups to take part in defining and managing occupational health and safety policies.

Board of Directors

The Board of Directors of the Commission is made up of fifteen members: the chairman and director general, seven worker representatives and seven employer representatives. All these representatives are chosen by the government from lists supplied by the most representative union associations and employers' associations.

Except for the chairman, who serves for a five-year term, the members of the Board of Directors are appointed for a two-year period; in both cases, the terms are renewable. The terms of the members on the Board in 1983, except for the chairman, began on August 25, 1982. An observer is appointed by the Minister of Social Affairs and participates in meetings of the Board of Directors, as do also the vice-chairmen of the Commission and certain civil servants, on the invitation of the chairman, according to the subjects on the agenda.

Members of the Commission's Board of Directors

Chairman

Robert Sauvé

Workers' Representatives

Louis Laberge,	president of the Québec Federation of Labour (QFL)
Jean Lavallée,	managing director and financial secretary of the Interprovincial Brotherhood of Electrical Workers, vice-president of the QFL
Clément Godbout,	Québec director of the United Steelworkers of America, vice-president of the QFL
Claude Morrisseau,	regional director of the Canadian Union of Public Employees, vice-president of the QFL
Étienne Giasson,	responsible for health and safety at the Federation of Paper and Forest Workers (CNTU)
Pierre Dupont,	president of the Federation of Metal Trades (CNTU)
Claude Gingras.	vice-president of the Centrale des syndicats démocratiques (CSD) (Congress of Democratic Unions)

Employers' Representatives

Ghislain Dufour,	executive vice-president of the Conseil du patronat du Québec (CPQ), (Québec Employers' Council)
Sarto Paquin,	director of labour relations, Canadian Manufacturers' Association (CMA), Québec Division
Claude Drouin,	director of technical services, Association des mines de métaux du Québec
Gilles Lavallée,	principal labour relations consultant, Alcan
Gabrielle Grimard,	president of Entreprise d'électricité Grimard Inc.
René Bédard,	industrial consultant, Québec regional director of the Canadian Chemical Producers' Association
Gaston Pellan.	general manager of Hôpital de l'Enfant-Jésus de Québec, affiliated to the Association des hôpitaux du Québec

Observer appointed by the Minister of Social Affairs

Michel Vézina	head of the service de santé au travail
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In 1983, the Board of Directors continued to implement various mechanisms provided for under the Act respecting occupational health and safety, and to study and adopt regulations related to the Acts the Commission administers.

Joint sector-based associations once again were a major focus of attention for the directors this year. Their work was connected with defining a sector of economic activity covered by an association, amending the relevant regulations to add new sectors of economic activity and approving agreements between representative employers' associations and union associations in the sector. The ensuing resolutions affected the following sectors:

- ☐ manufacturing of machinery and transportation equipment,
- ☐ printing and related activities,
- ☐ business.

In addition, the Regulation respecting the joint association for occupational health and safety in the construction sector was adopted.

With regard to regulations, the Board of Directors amended the Regulation respecting prevention programs and the Regulation respecting occupational health services, in order to extend their application to establishments belonging to Group II: wood industry, rubber and plastics industry, manufacturing of transportation equipment, primary metals, manufacturing of nonmetallic mineral products. Finally, it adopted the Regulation amending the Safety Code for construction work.

During the year, many draft regulations were worked on by the Board of Directors or its special committees. The main ones are:

- ☐ Regulation respecting individual protective devices and equipment that employers must provide to workers free of charge
- ☐ Regulation defining the properties of a substance that make it a dangerous substance
- ☐ Regulation amending the Regulation respecting the quality of the work environment
- ☐ Regulation respecting the safety representative on construction sites
- ☐ Regulation respecting protective re-assignment with regard to lead
- ☐ Regulation respecting job-site committees
- ☐ Regulation respecting the contents of the registers contemplated in section 52 of the Act
- ☐ Regulation respecting labelling of dangerous substances
- ☐ Regulation respecting medical examinations and health certificates for workers exposed to asbestos or silica

- ☐ Regulation amending the Regulation respecting joint sector-based associations on occupational health and safety (wood and furniture industries)
- ☐ Regulation amending the Regulation respecting joint sector-based associations on occupational health and safety (trade)
- ☐ Regulation amending the Regulation respecting joint sector-based associations on occupational health and safety (paper and allied industries)
- ☐ Regulation amending the Regulation respecting joint sector-based associations on occupational health and safety (forestry and saw-mills)
- ☐ Regulation amending the Regulation respecting joint sector-based associations on occupational health and safety (annual meeting)
- ☐ Regulation respecting the notice required by section 64 of the Act respecting occupational health and safety
- ☐ Regulation respecting camps
- ☐ Regulation amending the Regulation respecting criteria of assessment applicable to certain employers
- ☐ Regulation respecting minimum first-aid standards
- ☐ Regulation amending the Regulation respecting the assessment system based on merit

About twenty-five advisory committees to the Board also pursued their work throughout the year. Formed to examine and analyze draft regulations, policies or programs, these six or eight-member committees are formed half and half by employer and worker representatives, with at least one member of the Board of Directors. According to their mandates, they are chaired by one of the Commission's vice-chairmen. Here are some of the committees that sat during the year:

- ☐ Committee on statistics and priority applications of the Act respecting occupational health and safety,
- ☐ First aid committee,
- ☐ Committee to define sectors of activity for forestry, paper, wood and furniture,
- ☐ Committee on the notice required by section 64 of the Act respecting occupational health and safety regarding the properties of a substance that make it a dangerous substance, and labelling of dangerous substances,
- ☐ Committee on individual protection methods and equipment, forest sector,
- ☐ Committee on the policy of subsidizing employers' or union associations for the setting up of a sector-based association, section 105 of the Act respecting occupational health and safety,
- ☐ Committee on skilled tradesmen, re bulk trucking,
- ☐ Committee on the application of the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries.

In addition to files relating to implementation of the plan and the application of regulations, the Board of Directors also became acquainted with a number of major files in 1983. The directors approved a new funding method, proposed by the CSST's permanent staff, allowing for an 8% reduction of the average assessment rate in 1984, and assuring its stability for the next ten years. Likewise, a policy to guarantee the quality and relevance of physiotherapy and occupational therapy and to control and minimize waiting periods received approval from the Board.

In the administration of current business, the directors approved the Commission's financial statements for the 1982 fiscal year, the annual budget for 1983 and the assessment rate scale for 1984. The delegation of certain powers to civil servants as set out in the Acts it administers, the creation of review boards and the appointment of their members were also the subject of numerous resolutions.

Lastly, we should mention that the Commission's directors were invited in December to make presentations to the Standing Committee on Labour that had been called upon to study the administration and operation of the Commission.

Executive Committee

To enable swift decision-making on subjects delegated by the Board of Directors, while respecting the principle of joint decision-making, the Act provides for the presence of an Executive Committee comprising the chairman, one worker representative and one employer representative, both of whom are appointed by their peers on, and chosen from among the members of, the Board of Directors. In 1983, the Executive Committee was composed of Robert Sauvé, Ghislain Dufour and Louis Laberge.

In the course of the year, this committee made decisions on issues concerning, among others, banking matters, management of the Commission's funds by the *Caisse de dépôt et placement du Québec*, and various aspects of the management of real estate owned by the Commission. The Executive Committee also made recommendations to the Board of Directors on matters under the latter's jurisdiction.

The Executive Committee was given the role of approving agreements between the Commission and a number of Québec agencies. Besides the letters of agreement with hospital centres, other agreements ratified in 1983 were with the *Régie de l'assurance-maladie du Québec* (health insurance board) and the *Régie de l'assurance automobile du Québec* (automobile insurance board).

Management Committee

The chairman and director general of the Commission is responsible for the agency's administration and management. A vice-chairman, prevention-inspection, a vice-chairman, compensation, and a vice-chairman, administration help him in his duties. The chairman and director general, the vice-chairmen and the secretary of the agency form a Management Committee in charge of implementing the decisions of the Board of Directors, suggesting guidelines for the Commission to the Board and expediting day-to-day administrative matters.

The chairman and director general and the Management Committee were the originators of the main files that retained the attention of the Board of Directors in 1983, specifically the financing method, policy on physiotherapy and occupational therapy, merging of prevention and inspection functions, various regulations and a proposed health program for workers exposed to asbestos or silica, a project including a regulation on medical examinations and health certificates of workers exposed to asbestos or silica and a regulation to amend the Regulation respecting the quality of the work environment.

Following a study that the Board of Directors asked its actuaries to conduct on the capitalization of occupational injury costs and the Commission's financing system, the new financing method was developed. While maintaining capitalization of the accident fund, the method enables assessment rates to be reduced and stabilized. It is a mixed financing method under which the Commission capitalizes part of the cost of occupational injuries of the assessment year. From 1984 to 1988 inclusively, this capitalization will be at 90% and then will increase progressively from 92% to 100% between 1989 and 1993. With this new plan, the average assessment rate of employers will decrease from 2.05 \$ in 1983 to 1.89 \$ in 1984, and will stabilize at around 1.80 \$ for the next ten years.

The policy on physiotherapy and occupational therapy was developed by the permanent staff and proposed to the Board of Directors for adoption. By setting out basic principles and policies to apply to eligibility and the administrative and medical follow-up of physiotherapy and occupational therapy, this policy's purpose is to guarantee high quality and relevance of treatments.

Improving services dispensed to clients was the chief concern of the Management Committee after it had determined the general objectives orienting the efforts of the Commission's resources.

Under the powers conferred on him by section 154 of the Act, after obtaining a favourable opinion from a task force and consulting with administrators and those involved in ten of the twelve administrative regions, the chairman and director general, with approval from the Management Committee, integrated prevention and inspection functions in a single structure in 1983. This decision reconciles two major objectives: to attain an optimal level of quality and efficiency of service, and rationalize the distribution and utilization of resources. This was a decisive step toward having a single representative handle all aspects of CSST concerns in an establishment.

Members of the Commission's Management Committee

Chairman and director general	Robert Sauvé
Vice-chairman — prevention-inspection	Jean-Louis Bertrand
Vice-chairman — compensation	Lionel Bernier
Vice-chairman — administration	Paul E. Boucher ¹
Secretary	Pierre Lafrance

1. Appointed on April 4, 1984, after this position became vacant in 1983.

Now would be a good time to stress the contribution of the *Direction de la vérification interne* (internal auditing branch), which was responsible for evaluating the activities of the different administrative units from financial, administrative and operational standpoints. The auditing plan provides that the Commission's management operations and activities are audited on a four-year cycle: in 1983, forty auditing mandates were carried out. The audit reports, accompanied by the comments of administrators, are submitted to the Management Committee, and the recommendations are the subject of a follow-up. Via these reports, CSST management can evaluate the orientation and proper operation of programs and administrators can alter and improve certain aspects of their management. It should be recalled that since August 1981, the *Conseil du Trésor* (treasury board) has designated the Commission as an agency subject to government policy on internal auditing, the purpose of which is to improve productivity in the civil service.

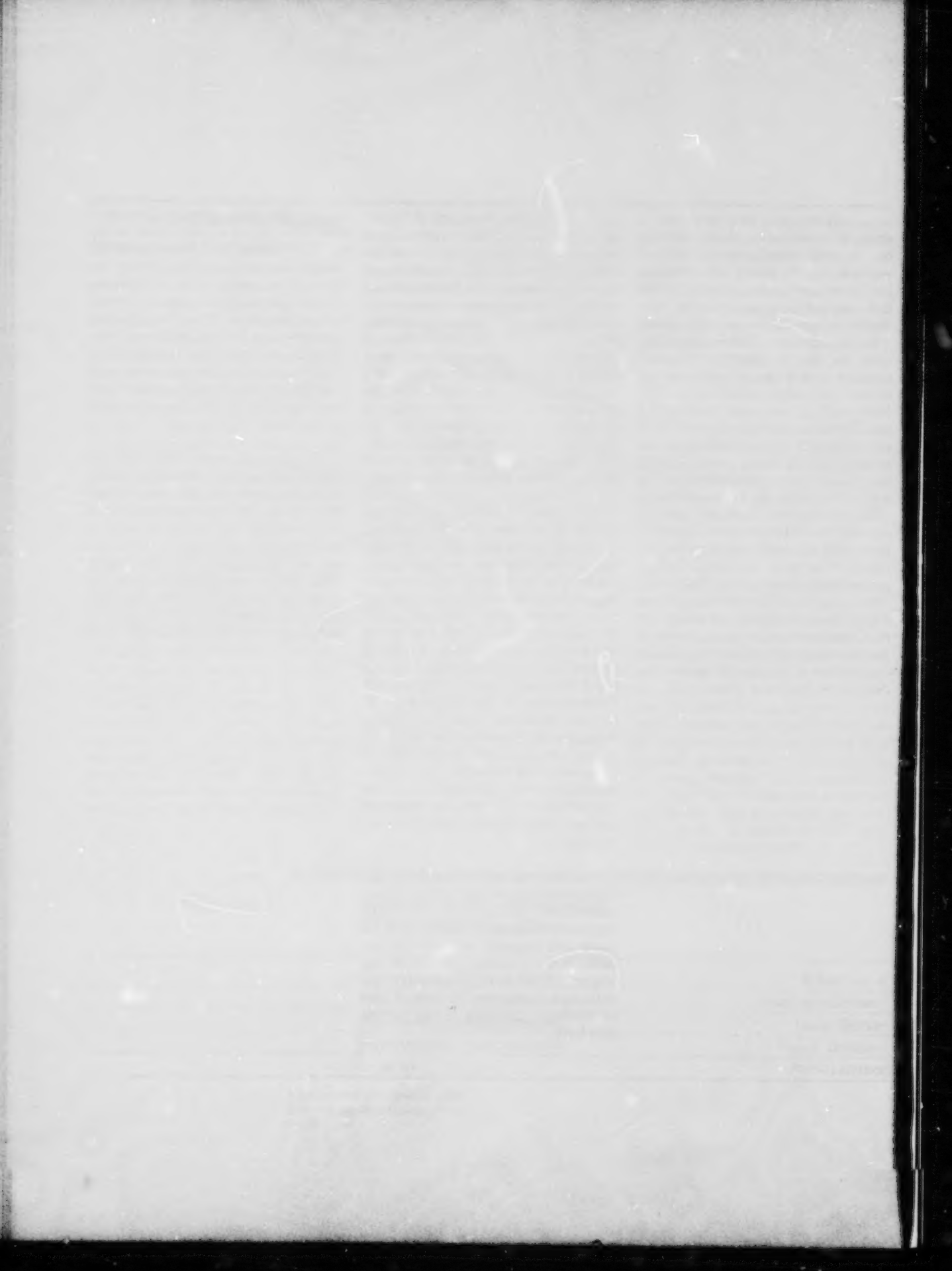
From the viewpoint of higher quality service to clients, a person was put in charge of improving services offered to citizens in 1983, specifically to ensure a liaison with the *Secrétariat aux relations avec les citoyens*. Communication with the Public Protector has also been facilitated by the appointment of liaison officers. A person in charge of access to documents of public bodies and the protection of personal information has been designated in order to allow application, before the set deadlines, of the Act respecting access to documents held by public bodies and the protection of personal information.

Again in order to increase the quality of services, the Management Committee proceeded with the installation of new telephone equipment during the year to make up for shortcomings of the previous system. In addition, a new reception service for accident victims who come for medical evaluations was set up by the committee, in order to personalize contacts with them through better information on the purposes and consequences of the evaluation. To facilitate employer access to files, the Management Committee also authorized the experimental installation of video terminals hooked up to the Commission's central computer in some establishments, so that the employer can have direct access to the data concerning him.

In another connection, the Commission continues to attach a lot of importance to its relations with organizations outside Québec. It communicated regularly with its counterparts in the Canadian provinces and abroad, played host to various delegations and participated in international conferences, according to the interest they held.

The Management Committee was called before a commission of the National Assembly on three occasions during the year: in May, during the study of the credits of the *ministère du Travail*, then during a question period, and in December, before the Standing Committee on Labour, which was studying the administration and operation of the Commission. The permanent staff had this opportunity to demonstrate the high quality of the Commission's management.

Two surveys conducted for the Commission by reputable independent firms also confirmed this fact. Among other things, the studies revealed that the Commission is considered to be effective by 81% of its users and competent by 70% of them. Also, 90% of the respondents are satisfied with the reception they received from the CSST. The Commission's efforts to provide ever better service to its clients have not been in vain.



Financial Data

Statement on Actuarial Liability Undisclosed in the Financial Statements and Section 38.4 of the Workmen's Compensation Act

The Commission has decided to enter in its books, in 1983, the future cost of inability to resume work related to section 38.4 of the Workmen's Compensation Act. However, it has not deemed it justified, according to the legislation in force, to enter future costs pertaining to the programs regarding temporary compensation for rehabilitation while seeking work, for training or for psychosocial treatment, and regarding economic stabilization and social stabilization. Taking into account the advice issued this year by the Auditor General, the Commission feels it is important to situate its position here vis-à-vis this complex question.

First, a few facts should be reviewed. It was in 1977, when the *Commission des affaires sociales* was mandated to act as the highest level of review for appeals of CSST decisions, that the interpretation which had been given to section 38.4 until then began to be questioned. After the *Commission des affaires sociales* overturned several CSST decisions, alleging that the latter had not taken into consideration the victim's inability to resume work, and the Supreme Court also made a similar ruling, appeals were launched for a great many other, earlier decisions.

Without admitting that permanent disability rates did not give consideration to inability to resume work, the Commission did however acknowledge, like the government in its White Paper on occupational health and safety of October 1978, that the current compensation plan was outdated and there was an urgent need for an in-depth reform to institute an income replacement plan combined with lump-sum payments for bodily damage.

Accordingly, in 1981 the National Assembly, at the request of the *Commission des affaires sociales*, passed a law allowing the latter to return appeal files connected with the interpretation of section 38.4 to the CSST for it to revise its decisions taking the court rulings into account. To proceed with these reviews, as well as any new decisions regarding this interpretation, the CSST had to implement transitional administrative measures in order to comply with the legal rulings.

In 1981 and 1982, the Commission entered only the expenses related to applying these programs in its financial statements. However, in 1983, in addition to these expenses, the Commission decided to take into account the permanent nature of decisions made under the program regarding evaluation of inability to resume work and, in this regard, entered the actuarial liability corresponding to this one program, i.e. 62 800 000 \$, in its books.

As for the other programs regarding temporary compensation for rehabilitation while seeking work, for training or for psychosocial treatment, and regarding economic stabilization and social stabilization, the Commission does not acknowledge their permanence. These programs were set up in relation to sections 56 ff. of the Workmen's Compensation Act and have no influence on the permanent partial disability rate determined under section 38.4. This is why the Commission entered expenditures linked only to applying these programs in its books, without acknowledging their future costs. In 1983 for the first time, however, the Auditor General issued an opinion in his report that the Commission should also enter the future costs relating to the programs resulting from the 1981, 1982 and 1983 decisions, under the mathematical reserve of the accident fund and the unfunded liability.

At the request of the Auditor General, the Commission's consulting actuary estimated the future costs of these various programs as follows: program regarding evaluation of inability to resume work, 62 800 000 \$; program regarding temporary compensation for rehabilitation while seeking work, 89 600 000 \$; economic stabilization program, 67 100 000 \$; social stabilization program, 99 700 000 \$; for a total of 319 200 000 \$.

This future cost estimate supposes the continuation of these four programs. It is on this issue of permanence of the programs that the Commission's Management Committee is in disagreement with the Auditor General. Only the first program is directly related to section 38.4, on which the courts have ruled.

Indeed, the administrative measures implemented in order to apply the courts' decisions are transitional measures, while awaiting the announced legislative reform. Bill 42 respecting industrial accidents and occupational diseases, presented to the National Assembly in November 1983, already contained provisions affecting these programs. The new, soon-to-be-published version of the Bill, drafted following a parliamentary commission, could contain provisions influencing the future costs of cases already settled. For this reason, the Commission cannot possibly determine the future costs of these latter programs in the same way as for permanent programs, until the legislator's intention in the matter is clarified.

Management Committee

Montréal, June 6, 1984

Financial Statements

Auditor's Report

I have examined the balance sheet of the *Commission de la santé et de la sécurité du travail* as at December 31, 1983, as well as the statement of income and expenditures and the state of the unfunded liability for the fiscal year then ended. My examination was made in accordance with generally accepted auditing standards and accordingly included such tests and other procedures as I considered necessary in the circumstances.

Actuarial Liability Undisclosed in the Financial Statements

As mentioned in the accounting policy concerning the mathematical reserve of the accident fund, note 10a, and the actuarial certificate, no liability has been entered under the accident fund for future costs pertaining to programs regarding temporary compensation for rehabilitation while seeking work, for training or for psychosocial treatment, and regarding economic stabilization and social stabilization. This undisclosed actuarial liability relating to accidents that occurred before December 31, 1983, is estimated at 256 400 000 \$ at the same date, by Jean-Louis Gauvin, the Commission's consulting actuary. It is based on current compensation practices and the legislation in force at the date of my report. This amount should be added to the mathematical reserve of the accident fund and the unfunded liability should be increased by that much, for a total of 1 123 092 000 \$; in this respect, the balance sheet is not presented according to appropriate accounting policies.

New Financing Method

As indicated in note 15, the Commission adopted a new financing method in 1983. It came into force on January 1, 1984. The new financing method provides that the amount of 866 692 000 \$ entered on December 31, 1983 as unfunded liability or deficit of the accident fund will not be recovered through employer assessments. Of this amount, 780 124 000 \$ was never entered under expenditures.

Also, the new financing method provides that the deficit of the next nine years which will result from the partial financing of the annual cost of occupational injuries will not be recovered through employer assessments.

These two factors, together with the undisclosed actuarial liability for future expenditures, will therefore have the effect of increasing the unfunded liability as at December 31, 1983 substantially in the coming years, and especially up to 1993. This new financing method will also mean that, in the future, employers will have to shoulder major financial burdens owing to payments to be made for past accidents.

Opinion

In my opinion, which is based on my examination and the statement of the actuaries responsible for evaluating the reserves of the accident fund and considering the previous comment regarding the non-entry of the actuarial liability and the remarks in the actuarial certificate, these financial statements present the financial position of the Commission as at December 31, 1983, and the results of its operations for the fiscal year then ended, in accordance with the accounting policies outlined in note 2, except for those relating to the costs carried over as at December 31, 1983 and for the establishment of the reserve of the accident fund at the same date as mentioned in note 3, on a basis consistent with that of the preceding fiscal year.

Rhéal Châtelein, F.C.A.,
Auditor General of Québec

Québec City, June 5, 1984

Actuarial Certificate

relating to accident fund commitments and special disaster fund commitments of the *Commission de la santé et de la sécurité du travail* as at December 31, 1983.

We, the undersigned, state that the amounts of 2 853 667 000 \$ and of 5 276 000 \$ that appear as the restated mathematical reserve of the accident fund and the reserve of the special disaster fund respectively, must be considered actuarially sufficient to meet the obligations ensuing from section 81 of the Workmen's Compensation Act, subject to the following comments.

Further to a decision of the Commission, no liability for the future costs related to programs regarding temporary compensation for rehabilitation while seeking work, for training or for psychosocial treatment, and regarding economic stabilization and social stabilization, has been entered under the accident fund. The costs recognized year by year are added to the mathematical reserve of the accident fund.

The commitments of the accident fund depend on certain factors that can only be assessed on a long-term basis, such as the indexing rate for pensions paid, the possibility of reopening files, or the frequency and cost of future medical treatment for accidents that have already occurred. We cannot draw conclusions on the development of long-term operations from the experience of only one year, since it is subject to fluctuations that are not representative of a long-term situation.

The mathematical reserve of the accident fund consists of the balance of the preceding fiscal year, increased by the fiscal year's provisions for accident costs and interest as well as the increase in the cost of accidents carried over to subsequent fiscal years and reduced by the payments made. As for the theoretical reserve of the accident fund, it represents a long-term estimate of accident fund commitments, based on the situation observed at the end of the 1983 fiscal year.

As at December 31, 1983, the mathematical reserve and the theoretical reserve, relating to the accident fund, consist of the following items:

	Theoretical reserve	Mathematical reserve
	(in thousands of dollars)	
Capitalized value of pensions	1 746 401 \$	1 612 203 \$
Provision for claims receivable or in process of settlement	1 062 497	998 041
Total:	2 808 898 \$	2 610 244 \$

When calculating the theoretical reserve, the provision for claims receivable or in the process of settlement, except for medical assistance, was obtained using a different methodology than the one that has been in use since 1976. The purpose of this change in methodology is to permit more detailed analysis of the variances that inevitably occur between expected and actual expenditures. The liability resulting from the application of the new methodology totals 2 790 867 000 \$ and is 18 031 000 \$ lower than if produced by the old method.

The mathematical reserve of the accident fund entered in the books as at December 31, 1983 has been adjusted to account for the difference between the mathematical reserve and the theoretical reserve following the above-mentioned change at that date. This adjustment of 180 623 000 \$ was made to take into account the June 1983 revision of the financing method which provides that the deficit between the Commission's assets and liabilities as at December 31, 1983 will not be recovered through assessments subsequently collected.

Finally, the liability for future costs pertaining to the program regarding evaluation of inability to resume work - an amount of 62 800 000 \$ - was entered in the accident fund as at December 31, 1983 to reflect a decision of the Commission. The mathematical reserve thus adjusted stands at 2 853 667 000 \$ as at December 31, 1983. This reserve is included under the reserves of the accident fund which appears on the balance sheet and breaks down as follows:

	Restated Mathematical reserve
	(in thousands of dollars)
Capitalized value of pensions	1 746 401 \$
Provision for claims receivable or in process of settlement	1 044 466
Provision for future cost of the program regarding evaluation of inability to resume work	62 800
Total	2 853 667 \$

As for the reserve of the special disaster fund, it consists of the balance from the previous fiscal year, plus a percentage of the cost of accidents, minus accident costs deemed to be excessive with regard to certain employers. The purpose of this reserve is to stabilize experience and, by extension, assessment rates.

The amount of 2 892 121 000 \$, appearing as the reserves of the accident fund, includes, besides previous liabilities, a reserve in the amount of 33 178 000 \$ for the capital payment program (section 28.1).

We certify that, in our opinion, subject to the provisions of the financing practices in use and according to the data obtained from the Commission, this certificate is based on hypotheses that we deem adequate and appropriate and is founded on sound actuarial principles.

Jean-L. Gauvin, F.S.A., F.C.I.A.
Robert Langlois, F.S.A., F.C.I.A.

June 4, 1984

Commission de la santé
et de la sécurité du travail
(R.S.Q., c. S-2.1)

Balance Sheet

as at December 31, 1983
(in thousands of \$)

	1983	1982
		(note 16)
Assets		
Cash and short-term deposits	41 773	121 423
Assessments receivable and other receivables (note 4)	110 348	76 961
Funds entrusted to the <i>Caisse de dépôt et placement du Québec</i> (note 5)	1 865 153	1 649 980
Selling price balances (note 6)	19 248	19 628
Fixed assets (note 7)	23 251	20 477
Systems development costs (note 8)	15 146	9 372
Costs carried over (note 9)		451 600
	2 074 919	2 349 441
Liabilities		
Accounts payable and accrued expenses	10 127	12 543
Assessments collected in advance	13 679	9 093
Balance due on equipment acquisitions	5 066	966
Deposits by employers personally responsible for paying benefits and administration costs	20 618	13 959
Reserves of the accident fund (note 10)	2 892 121	2 352 441
	2 941 611	2 389 002
Deficit		39 561
Unfunded Liability	846 692	
	2 074 919	2 349 441

For the Board of Directors

Robert Sauvé
Paul É. Boucher

Unfunded Liability

for the Fiscal Year ended December 31, 1983
(in thousands of \$)

Commission de la santé
et de la sécurité du travail
(R.S.Q., c. S-2.1)

	1983	1982
Deficit (surplus) at beginning of year	39 561	(18 248)
Surplus of expenditures over income for the fiscal year	47 007	57 809
	86 568	39 561
Adjustments at December 31, 1983:		
Write-off of costs carried over (note 9)	599 501	—
Entry for the variance between the mathematical reserve and the theoretical reserve (note 10a)	180 623	—
Deficit as at December 31, 1982		39 561
Unfunded liability as at December 31, 1983	866 692	

Income and Expenditures

for the Fiscal Year ended December 31, 1983
(in thousands of \$)

	1983	1982
		(note 16)
Income		
Employer assessments	700 561	667 405
Investment income	196 448	191 079
Interest on assessments and other income	25 138	29 412
	921 147	887 896
Expenditures		
Compensation programs		
Cost of accidents in the fiscal year		
Medical assistance	96 445	91 232
Temporary disability	276 820	282 143
Permanent disability	180 908	187 832
Death	23 017	22 901
	596 248	584 108
Less: Costs charged to the reserve of the special disaster fund	5 036	1 861
	591 212	582 247
Interest capitalized to the accident fund	213 585	215 416
Increase in the reserve of the special disaster fund	3 548	3 172
Amortization of costs carried over	4 922	4 557
	813 267	805 392
Prevention programs	38 156	30 002
Administration expenses (note 11)	88 402	94 888
Bad debts	23 404	10 500
Contributions to the civil service pension fund for past services (note 12)	4 923	4 923
	968 154	945 705
Surplus of Expenditures over Income for the Fiscal Year	47 007	57 809

Notes to the Financial Statements

December 31, 1983

Commission de la santé
et de la sécurité du travail
(R.S.Q., c. S-2.1)

1. Composition, Functions and Financing

The *Commission de la santé et de la sécurité du travail* was incorporated under the Civil Code on March 13, 1980. Its mandate, within the framework of its administration of the Act respecting occupational health and safety, is to develop, propose and implement policies relating to the health and safety of workers so as to ensure better working conditions and a better work environment. It collects the sums required to enforce this Act from employers, except for costs relating to inspection which are reimbursed to it by the Québec government.

In addition, within the framework of its administration of the Workmen's Compensation Act and the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries, it operates an accident fund financed by employer assessments which must be sufficient to cover benefits and current administration expenses as well as to maintain a reserve fund estimated to be sufficient to cover future benefits payable for accident claims.

Moreover, within the framework of its administration of the Crime Victims Compensation Act and the Act to promote good citizenship, the Commission pays benefits or other indemnities to claimants. The sums required for the application and administration of these Acts are reimbursed by the Québec government.

2. Accounting Policies

The financial statements of the Commission were prepared according to the accrual basis of accounting using the accounting principles outlined below:

a. Employer Assessments

Assessment income is determined according to wage estimates produced by employers to whom the rate schedule set by the Commission applies. This income is adjusted at year-end to take into account the anticipated difference between the estimated wages and those actually paid by employers.

b. Funds Entrusted to the *Caisse de dépôt et placement du Québec*

Participation deposits in the individual fund are entered at their adjusted value, that is to say, plus or minus adjustments representing the contra of the annual block of amortization over a 10-year period of the capital gain or loss realized on the sale of securities and of the difference between the realization value of stock investments and their book value. The annual amortization is posted under income of the fiscal year.

Portfolio bonds managed by the *Caisse de dépôt et placement du Québec* are entered at the amortized cost on the basis of return.

c. Fixed Assets

Fixed assets are presented at their original cost and are depreciated in relation to their estimated useful life according to the straight line method of depreciation at the following annual rates:

Buildings	2 1/2 %
Furniture and equipment	6 1/4 %
Rolling stock	25 %
Data processing equipment	20 %
Telecommunication system	20 %

Leasehold improvements are depreciated over the term of the lease.

d. Systems Development Costs

The costs of developing data processing systems are amortized according to the straight line method over a 5-year period as of their start-up date.

e. Costs Carried Over

The portion of costs carried over arising from a change in the valuation base of the mathematical reserve of the accident fund in 1975 and changes in 1979 to the capitalized value of certain pensions and the review of actuarial hypotheses was amortized, until the end of this fiscal year, according to the annuity method at the rate of 8% over a 30-year period.

The other portion of these costs carried over, related to the programs regarding inability to resume work, and interest pertaining to these costs, were not amortized. The costs carried over for the programs regarding inability to resume work include the capitalized value and the future cost of pensions for the program regarding evaluation of inability to resume work. They also include expenditures related to the programs regarding temporary compensation for rehabilitation while seeking work, for training or psychosocial treatment, and regarding economic stabilization and social stabilization, but do not include future expenditures related to these programs.

f. Reserves of the Accident Fund

Mathematical Reserve

The mathematical reserve includes a provision for claims receivable or in the process of settlement, on the one hand, and the capitalized value of pensions, on the other.

However, it does not include any liability for future costs related to the programs regarding temporary compensation for rehabilitation while seeking work, for training or for psychosocial treatment, and regarding economic stabilization and social stabilization.

Reserve of the Capital Payment Program

Since 1981, the Commission has offered beneficiaries receiving monthly pensions of less than a certain amount and for which payment of the pension began before January 1, 1979, the possibility of receiving a payment for the capital sum of their pension.

The difference between the capital thus reimbursed and that already capitalized in the mathematical reserve of the accident fund is transferred to this reserve.

This special reserve serves to defray the administration costs relating to this operation and to finance the rehabilitation programs that the Commission offers to beneficiaries who cannot benefit from a capital payment, but who can be rehabilitated.

Reserve of the Special Disaster Fund

In order to relieve some categories of employers from prohibitive accident costs, a portion of these costs exceeding a maximum set by the Commission is posted in the reserve of the special disaster fund.

g. Cost of Accidents in the Fiscal Year

This cost is determined according to actuarial bases and represents the expenditures of the current year and the present value of disbursements for accidents that occurred during the year contemplated by these financial statements. It does not take into account the cost of accidents pertaining to the application of programs relating to inability to resume work.

h. Claims Against Third Parties

Claims against third parties responsible for occupational accidents are entered, at the time of their receipt, to reduce the disbursements of the fiscal year in the mathematical reserve.

3. Changes to Accounting Policies

Following a decision of the Commission, future costs pertaining to the program regarding evaluation of inability to resume work are now entered in the mathematical reserve. This change was not applied retroactively, and this reserve and the costs carried over were increased by 62 800 000 \$.

Also, through the adoption of a new financing method in force as of January 1, 1984, the Commission decided not to recover costs that were not assessed as at December 31, 1983. Consequently, the balance of 599 501 000 \$ in costs carried over to date, including the costs mentioned in the foregoing paragraph, was written off and transferred directly to the unfunded liability.

These accounting changes had no effect on the results of the fiscal year.

4. Assessments Receivable and other Receivables

(in thousands of \$)	1983	1982
Assessments receivable	72 100	82 453
Estimate of income accrued from assessments	38 085	—
Sums receivable from the <i>Gouvernement du Québec</i> for inspection and prevention programs	5 863	1 177
Other receivables	15 500	10 331
	131 548	93 961
Less: Provision for bad debts	21 200	17 000
	110 348	76 961

5. Funds Entrusted to the *Caisse de dépôt et placement du Québec**

(in thousands of \$)	1983	1982
Deposits to Individual Fund		
Participation deposits at adjusted value	1 747 468	1 447 856
(1983 realization value: 1 783 803 \$; 1982: 1 408 766 \$, number of units; 1983: 1 728 905 \$; 1982: 1 437 587)		
Deposits to General Fund**		
Participation deposits	—	53 796
Demand deposits	2 184	3 628
Portfolio under Management		
Bonds at Amortized Cost	74 607	112 234
(1983 realization value: 63 190 \$; 1982: 95 730 \$ and 1983 par value: 75 245 \$; 1982: 114 097 \$)		
Income Accrued and Receivable	41 484	32 466
	1 865 153	1 649 980

*Term deposits with the *Caisse de dépôt et placement du Québec* are included under "Cash and short-term deposits" (1983: 10 million \$; 1982: 45 million \$).

**In 1983, the participation in the General Fund was withdrawn and deposited in the Individual Fund.

6. Selling Price Balances

	(in thousands of \$)	
	1983	1982
Secured by first mortgages at 7 1/2 %;		
Reimbursable by annuities of 403 085 \$ maturing on December 31, 1998	3 527	3 651
Secured by assignment of subsidy to be paid by the <i>Gouvernement du Québec</i> ;		
Reimbursable by annuities of 1 454 705 \$ maturing on December 31, 2006; rate 7 1/2 %	15 721	15 977
	19 248	19 628

7. Fixed Assets

	(in thousands of \$)			
	1983		1982	
	Cost	Accumulated depreciation	Net	Net
Land	719	—	719	719
Buildings	9 214	2 529	6 685	6 432
Furniture and equipment	12 175	3 133	9 042	9 313
Rolling stock	329	238	91	169
Leasehold improvements	1 211	606	515	511
Data processing equipment	7 615	1 801	5 814	3 304
Telecommunication system	480	105	385	29
	31 753	8 502	23 251	20 477

8. Systems Development Costs

	(in thousands of \$)			
	1983		1982	
	Cost	Accumulated depreciation	Net	Net
Development of data processing systems	21 861	6 715	15 146	9 372

9. Costs Carried Over

(In thousands of \$)

	1983	1982
Change in 1975 of the valuation base of the mathematical reserve	304 280	304 260
Changes made in 1979 to the capitalized value of certain pensions and the review of actuarial hypotheses	30 179	20 179
	324 439	324 439
Accumulated amortization	(39 709)	(24 787)
	294 730	299 652
Costs relating to application of programs concerning inability to resume work		
— Expenditures and capitalized values of pensions granted		
1981	62 610	62 610
1982	78 938	78 938
1983	72 100	—
	213 648	141 548
— Permanent disability pensions to be set after December 31, 1983 for accidents that occurred before that date	62 800	—
	276 448	141 548
Accumulated amortization	(854)	(856)
	275 592	140 692
Interest on costs carried over relating to application of programs concerning inability to resume work		
1982	11 255	11 256
1983	17 924	—
	304 771	151 948
	590 501*	451 600

*The non-amortized balance of costs carried over as at December 31, 1983 was transferred to the unfunded liability.

10. Reserve of the Accident Fund

(In thousands of \$)

	1983	1982
Mathematical reserve	2 853 067	2 333 570
Reserve of the capital payment program	33 178	12 107
Reserve of the special disaster fund	5 276	6 764
	2 892 121	2 352 441

a. Consistency of the Mathematical Reserve

(thousands of \$)

	1983	1982
Balance at beginning of year	2 333 570	2 026 009
Cost of accidents:		
Charged to operations during the year	591 212	582 247
Transferred to costs carried over		
— Disbursement and capitalized values of pensions granted	72 100	78 938
— Permanent disability pensions to be set after December 31, 1983 for accidents that occurred before that date	62 800	—
	726 112	661 185
Capitalized interest:		
Charged to operations	211 772	214 817
Transferred to costs carried over	17 924	11 256
	229 696	226 073
Net disbursements for the year	(596 409)	(567 790)
Paid-up capital transferred to the reserve of the capital payment program	(19 865)	(11 907)
Adjustment at December 31, 1983:		
Entry for the variance between the mathematical reserve entered in the books and the theoretical reserve	180 623	—
Balance at year-end	2 853 067*	2 333 570

*The mathematical reserve was adjusted on December 31, 1983 in order to include a liability of 180 623 000 \$ to make up for the variance between the mathematical reserve and the theoretical reserve.

However this mathematical reserve does not include any liability for future costs relating to the programs regarding temporary compensation for rehabilitation while seeking work, for training or for psychosocial treatment, and regarding economic stabilization and social stabilization.

In the hypothesis that these programs are maintained, the estimates of future costs could vary considerably following the legislative measures soon to be adopted.

The Commission considers it justifiable and cautious not to enter actuarial liability for these programs in its books because it has no way of knowing what transitional measures will be adopted by the legislator.

b. Consistency of the Reserve of the Capital Payment Program

(thousands of \$)

	1983	1982
Balance at beginning of year	12 107	267
Transfer of the mathematical reserve	19 865	11 907
Capitalized interest	1 813	598
	21 678	12 505
Economic and social stabilization programs	(78)	(63)
Administration expenses	(529)	(602)
	(607)	(665)
Balance at year-end	33 178	12 107

c. Consistency of the Reserve of the Special Disaster Fund

(In thousands of \$)

	1983	1982
Balance at beginning of year	6 764	5 453
Charge to operations for increase of the reserve	3 548	3 172
Utilization to decrease the cost of accidents	(5 036)	(1 861)
Balance at year-end	5 276	6 764

11. Administration Expenses

(thousands of \$)

	1983	1982
		(note 16)
Salaries and fringe benefits	90 181	83 805
Training and upgrading	252	385
Travel expenses	3 890	4 023
Public relations	1 001	1 122
Telephone, telegraph, postage, couriers	5 111	5 098
Service and leasing contracts		
— data processing	10 725	8 437
Service and leasing contracts — other	5 895	7 464
Maintenance and repairs		
— fixed assets	3 651	2 860
Space rental	6 778	7 508
Printing, stationery and supplies	2 194	2 682
Insurance	57	55
Collection fees	130	226
Investigation and legal fees	271	160
Other expenses	285	252
Depreciation — fixed assets	2 340	2 029
Amortization — systems development	4 372	2 343
	127 213	128 449
Less:		
Costs carried over		
— systems development	10 146	11 715
Costs recovered		
— health snack counter	138	125
	116 929	116 609
Costs transferred:		
Gouvernement du Québec		
— for inspection	22 886	17 577
— for administration of the Crime Victims Compensation Act and the Act to promote good citizenship	1 569	1 706
Employers personally required to pay benefits and administration expenses	3 211	1 529
Reserve of capital payment program	539	602
Other costs transferred	332	307
	28 537	21 721
	86 402	94 888

12. Pension Plan

An actuarial valuation of the liability resulting from past services to December 31, 1975 has been established at 49 787 000 \$. The Commission has been reimbursing this amount since December 31, 1978 by means of 23 equal annual instalments of 4 923 000 \$, including capital and interest. The balance as at December 31, 1983 of this liability not entered in the books amounts to 45 307 700 \$.

13. Space Rental

The Commission is committed by way of leases for a sum of 18 261 000 \$ as at December 31, 1983 (1982: 25 400 000 \$) for which payments over the coming twelve months total 5 921 000 \$. These leases extend over a period of 1 to 10 years with a possibility of renewal upon expiry. A clause provides for rent reviews in the event of increases in operating costs or taxes.

14. Introduction of a Bill

In the fall of 1983, Bill 42, "An Act respecting industrial accidents and occupational diseases", was presented to the National Assembly for study.

The purpose of the Bill is to introduce a new compensation plan for occupational injuries to replace the plans provided by the Workmen's Compensation Act and the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries. It makes the *Commission de la santé et de la sécurité du travail* responsible for administration of this new plan.

15. Revision of the Financing Method

On January 1, 1984, a new financing method adopted in 1983 went into effect.

The new financing method provides that:

- Assessments will include a proportion of the anticipated cost of occupational injuries sustained during the assessment year, the total sums allocated to prevention and the total expenses budgeted by the Commission for administration. The proportion of the anticipated cost of injuries will be 90% from 1984 to 1988 inclusively and will then rise 2% per year to reach 100% in 1993, to remain at 100% thereafter.

- Assessment rates cannot be increased to amortize the unfunded liability relating to occupational injuries sustained before January 1, 1984, or the liability that will result from the application of the foregoing paragraph.

16. Comparative Figures

Some 1982 figures have been reclassified so as to make them comparable with the format adopted in 1983.

Major Realizations in 1983



Organization of the Commission

In order to adapt to changing legislation and improve services to its various clienteles, the Commission modified its operating structure this year and continued to develop its data processing systems and communication equipment.

More particularly, the Commission's efforts in this regard were aimed at limiting the number of CSST representatives that workers or employers have to deal with, by integrating the functions of its staff in each file, developing direct-access systems and shortening response times for its various clients.

Administrative Structure

For several years now, the Commission has based its administrative structure on the dual principle of integrating all its mandates and regionalizing services. This allows the Commission to integrate and harmonize its activities through its advisory branches and offer more effective service by decentralizing decision-making powers. This structure is unique in the Québec government, since no other government body to date has moved decision-making powers to its regional offices by giving them as much independence as the Commission.

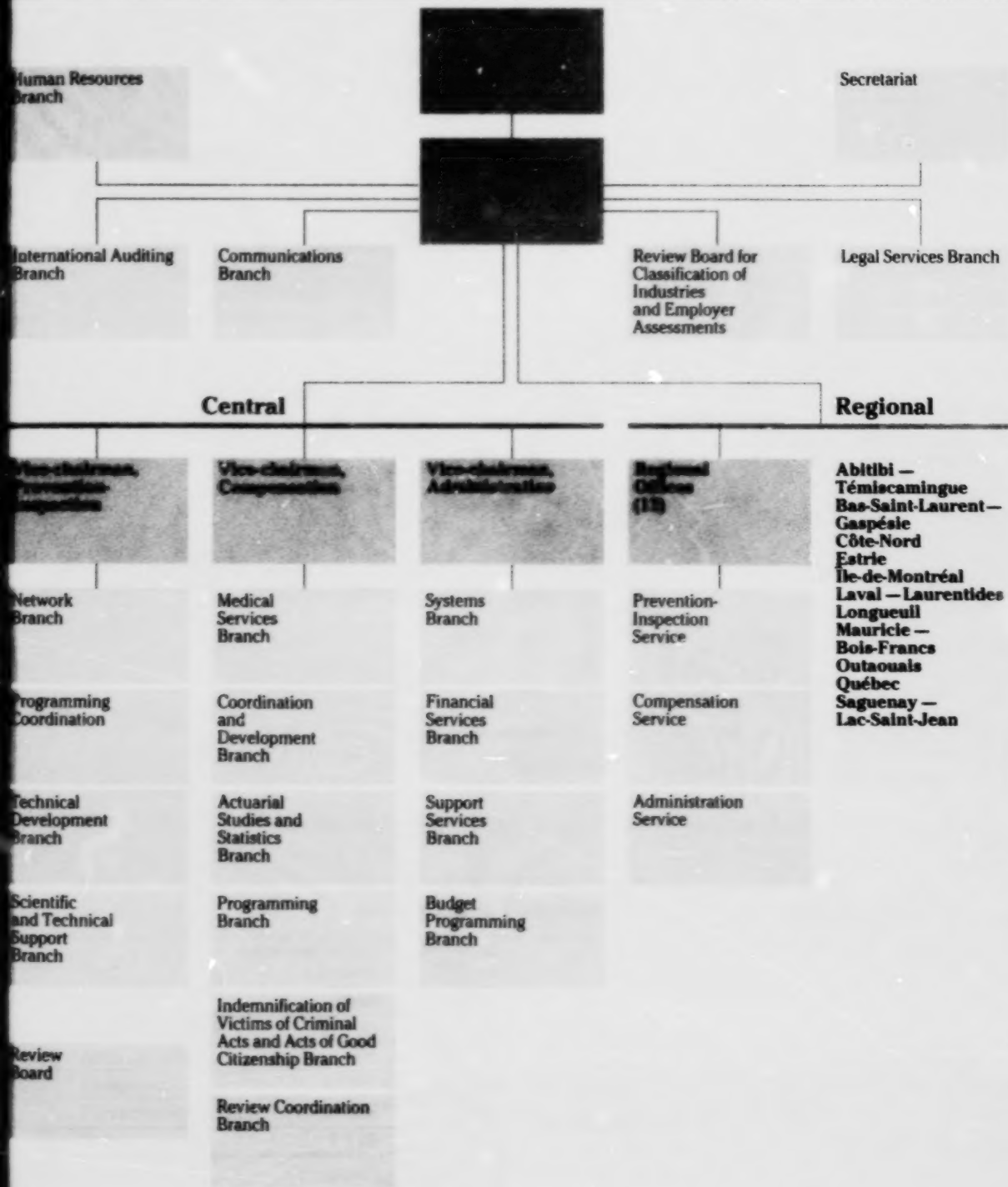
In this context, the mandates of the advisory branches under the jurisdiction of the vice-chairmen primarily concern the development of various programs, and planning and coordination of activities carried out in regional services. As for the regional offices, they are responsible for applying the Commission's programs and providing services to the various clientele.

After setting up its prevention and inspection teams in the regions in 1981, in 1983 the CSST's management embarked upon a process to integrate these services and reorganize the advisory branches responsible to the vice-chairman, prevention-inspection, in order to facilitate their relationships with the regional services.

By merging its prevention and inspection services, the CSST's management wants to adapt them to changing legislation and thus foster application of the Act respecting occupational health and safety. The recent coming into force of sections in the Act on prevention programs for individual establishments and on health and safety committees should lead to a short-term reduction of traditional inspections and reinforce their preventive nature.

The Commission's organization chart reveals changes in its administrative structure. It may be noticed that the advisory branches are now grouped under the authority of three vice-chairmen rather than four, and that the twelve regional offices now have another service — prevention-inspection — in addition to their compensation and administration services.

1 The Commission's Operating Structure in 1983



2 Administrative Regions and Regional Offices of the CSST



Twelve regional offices ensure the application of the Commission's programs and provide services to its various clients. A list of these offices can be found on page 78.

Prevention-Inspection

Human Resources

The staff of the *Commission de la santé et de la sécurité du travail* is appointed and remunerated in accordance with the Civil Service Act. On December 31, 1983, the number of positions authorized by the *Conseil du Trésor* was 2 691 or 81 fewer than on the same date the previous year. Just over one half of these positions are located in regional offices, reflecting the Commission's efforts to regionalize and decentralize services.

In all, the Commission currently has only 388 more positions than the number authorized for the former Workmen's Compensation Commission and the various government occupational health and safety inspection services at the time of the 1979 legislative reform, although its mandates are far more extensive.

At the end of the year, 2 558 positions were held: 61,2% by civil servants, 28,2% by professionals and 8,9% by supervisory staff. The number of female employees continued to rise in 1983 through the application of the equal opportunity program, particularly in the supervisory staff and professional categories.

During the year, the management staff and employees were able to benefit from numerous training sessions designed to help them update their knowledge, develop their professional skills and familiarize themselves with management techniques. Thus 1 964 people took part in made-to-measure sessions or individual courses, for a total of 4 725 person-days.

3

Regular Positions Authorized for the Entire Commission (1983)

	Administration Centres	Regional Offices
Chairman's office	83	66
Administration	800	122
Compensation	252	758
Prevention-Inspection	180	430
Total	1 315	1 376



Source: CSST, Direction des ressources humaines

Data Processing Systems

Several years ago, the Commission adopted the principle of mechanizing its operations: all its administrative units use computerized tools, and the development of data processing systems is continuing in accordance with a master plan approved earlier.

With 1 250 video display terminals, the Commission's network hinges on using computers to perform over 350 000 direct transactions daily. Clients can thus be assured of receiving replies quickly for most of their questions. Current development of the systems is consistent with the overall effort being made by the Commission to improve all aspects of its services.

From this standpoint, new administrative and data processing mechanisms were developed in 1983 for compensation matters, in order to automate the opening and follow-up of files for accident victims.

With regard to prevention-inspection, the Commission continued to install its file management system, which will enable better coordination of work with its regional teams. In this connection, it integrated the concept of "work establishment" into all its

systems, with this element forming the basis of prevention-inspection processing from then on. During the same period, the Commission developed various management mechanisms related to applying prevention regulations.

To adapt its services to changing technology, in 1983 the Commission authorized the installation of terminals linked to its central computer, on the premises of employers who so requested. These electronic links make a vast amount of data on prevention, compensation and financing available to employers, and give them access to an automated catalogue of bibliographical references. In 1983, about twenty employers used this service on a trial basis, at their own expense. The Commission is also testing electronic link-ups with hospitals and medical clinics.

Telephone Equipment

To provide a faster response time to telephone inquiries and enable better management of telecommunications, in 1983 the Commission made a number of improvements to its equipment, in accordance with a master plan presented the previous year. The plan, adopted in October 1982, was a follow-up to a study of the CSST's telephone communications conducted in order to rationalize equipment and meet an efficiency objective at the lowest possible cost.

During the year, the Commission installed new equipment in the Île-de-Montréal regional office, capable of handling some 1 800 calls daily with a thirty to ninety second waiting period. Similarly, it installed a new telephone system at the Joliette local office in the Laval-Laurentides region, an automatic call queuing system for employer services in Québec City and Montréal and a new telephone system in the Estrie Regional office (soon to be completed).

As for mail, recently acquired equipment has enabled the Commission to halve the time it takes to prepare mass mailings, and make substantial savings on postage costs. The CSST is also an active member of the National Association of Major Postal Users (NAMPU) which represents many customers of Canada Post Corporation and proposes to become a high-profile mouthpiece to convey the viewpoints of its members.

Prevention-Inspection

The receipt of the first prevention programs prepared by establishments in priority sectors, along with an increase in the number of joint sector-based associations and their more active role, and the coming into force of the Regulation respecting occupational health and safety committees brought about a marked change in 1983 of the circumstances in which the Commission exercises its prevention-inspection mandate.

With workers and employers becoming progressively more responsible for occupational health and safety, the Commission had to adapt its interventions in establishments and assume new responsibilities arising from this situation as effectively as possible, especially as regards analysis of prevention programs and the implementation of participation mechanisms. To do so, the CSST's management reorganized prevention and inspection activities during the year so as to integrate them at all levels.

Through this new mode of operation, it has been able to better coordinate the development and application of its programs and services as of 1983, to ensure better coordination of its activities with those of hospital centres that have a community health department and joint sector-based associations, all the while avoiding duplication of action in the establishments.

Implementation of the Plan in Workplaces

Priority Sectors of Economic Activity

Since the start of its mandate, the prime role of the Commission as regards prevention has been to establish priorities for occupational health and safety. To do this, its Board

of Directors decided to focus activities on a sector basis, in relation to the seriousness and frequency of occupational injuries and health hazards already identified.¹ Two groups of five sectors of economic activity were thus successively declared to be priorities in 1980 and 1981, then designated by regulation in 1982 and 1983, for the purpose of applying legislative measures relating to prevention programs, occupational health services, and health and safety committees. In total, these two groups accounted for over 330 000 workers distributed among some 20 000 establishments.

1. Page 76 of this report provides a number of annual statistics on the thirty-two sectors of economic activity, classified into six groups according to the order of priority defined by the Commission.

4 Number of Establishments and Workers in Priority Sectors of Economic Activity¹

Sector of Economic Activity	Establishments with 21 or More Workers		Establishments with 20 Workers or Fewer	
	Number	Workers	Number	Workers
Group I				
Buildings and public works	479	43 737	11 689	50 454
Chemical industry	162	18 979	204	1 841
Forestry and sawmills	336	30 643	1 603	7 779
Mines, quarries and oil wells	103	23 609	323	2 111
Manufacturing of metal products	400	34 355	1 550	9 946
Subtotal	1 480	151 323	15 369	72 131
Group II				
Wood (except sawmills)	166	10 156	876	4 768
Rubber and plastics	143	13 219	239	1 711
Transportation equipment manufacturing	112	34 790	191	1 331
Primary metals	85	29 358	44	334
Nonmetallic mineral products	134	11 360	594	3 537
Subtotal	640	98 883	1 944	11 681
Total	2 120	250 206	17 313	83 812

Source: CSST, Establishment file (82-06 and 83-04)

1. The fact that these data were compiled when Groups I and II were designated by regulation as priority sectors (in July 1982 and May 1983 respectively), explains any differences from the summary

table on page 76, where the comparative data date from February 1984.

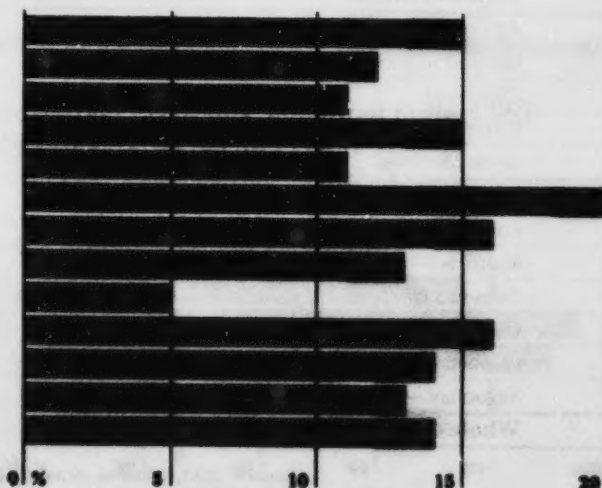
Since 1981, the priority sectors of activity have received special attention from the Commission, specifically as concerns identification and analysis of occupational health and safety needs. As it had done previously for the sectors in Group I, the Commission drafted five monographs in 1983 dealing with the sectors in Group II. Each one described the socioeconomic characteristics of the sector, the health and safety hazards found in it, prevention methods to eliminate or control these hazards, and the preventive organization structures already in place. The *Institut de recherche en santé et en sécurité du travail* (IRSST) and university researchers collaborated in the preparation of these monographs.

The Commission's regional offices also produced a number of statistical studies for their regions on, as the case may be, a sector of economic activity, an industrial group or an establishment. These studies were made available to the persons involved in the form of publications or working documents.

At the same time, the Commission went ahead with various projects concerning health problems found in certain priority sectors. For the purpose of reviewing or preparing regulations, it continued its work on worker exposure to silica and asbestos, as well as lead. In this connection, it gave the *ministère des Affaires sociales* the responsibility of researching health hazards related to twenty-nine trades or occupations in the construction sector; this study will make it possible to produce monographs to be used in determining medical monitoring parameters for construction workers, and also for educational purposes.

5 Proportion of Establishments in Priority Groups, by Region (1983)

Regional Office	Group I %	Group II %
Abitibi — Témiscamingue	13	2
Bas-Saint-Laurent — Gaspésie	11	1
Côte-Nord	10	1
Estrie	13	2
Ile-de-Montréal	10	1
Laval — Laurentides	18	2
Longueuil	14	2
Mauricie — Bois-Francs	11	2
Nouveau-Québec	5	—
Outaouais	15	1
Québec	12	2
Saguenay — Lac-Saint-Jean	12	1
Whole of Québec	12	2



Source: CSST, Common element
— establishment file (84-02)

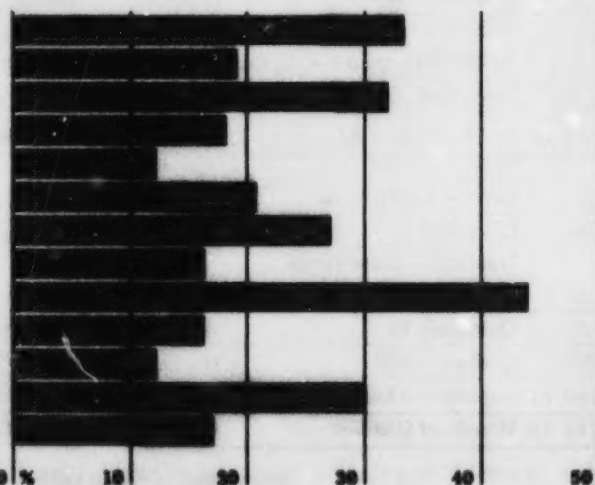
The Commission's services produced a summary report on worker exposure to noise in 1983 as well as a summary report on current knowledge concerning vibrations affecting the hands and arms, based on a study on portable vibrating tools commissioned to the *Centre de recherche industrielle*.

During the year, they also helped prepare four interim guides for health monitoring relating to noise, wood dusts, carbon monoxide and solvents.

Regarding safety at work, the Commission produced several guides dealing, among other topics, with the selection of safety belts, work footwear, and eye and face protectors. Inspection guides giving a detailed interpretation of the various elements of the regulations were also produced on mine cables, mine winches, scaffolding systems and the use of measuring instruments. Among the other projects completed in the year, we should also mention a study on the facial screen in the forestry sector and an evaluation report on farm tractors not equipped with safety belts and roll bars.

6 Proportion of Workers in Priority Groups, by Region (1983)

Regional Office	Group I %	Group II %
Abitibi — Témiscamingue	26	7
Bas-Saint-Laurent — Gaspésie	17	2
Côte-Nord	27	5
Estrie	11	7
Ile-de-Montréal	8	4
Laval — Laurentides	13	8
Longueuil	15	12
Mauricie — Bois-Francs	11	5
Nouveau-Québec	44	—
Outaouais	13	3
Québec	9	3
Saguenay — Lac-Saint-Jean	17	13
Whole of Québec	11	6



Source: CSST, Common element
— establishment file (84-02)

Prevention Programs Specific to Establishments

July 3, 1983 was the deadline by which employers in establishments belonging to the categories designated for this purpose by regulation, i.e. in Group I, had to prepare a prevention program specific to their establishment, with the participation of workers in their employ. For all establishments employing more than twenty workers, this program had to be submitted to the Commission for evaluation and approval.

At the end of 1983, the Commission had received 72% of the prevention programs expected from Group I establishments, for a total of 1 013 programs. The "buildings and public works" and "metal products manufacturing" sectors had the lowest rate of compliance with this requirement. Except for the Île-de-Montréal region, where a high proportion of establishments in these two sectors are located, the regional offices received over 80% of the programs expected, and even over 90% in most cases. About fifty establishments with twenty workers or less also submitted their prevention program to the regional offices for analysis, on a voluntary basis.

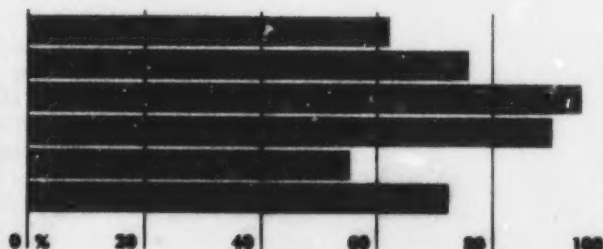
Establishments in the second group of priority sectors are now covered by regulation and their deadline for preparing prevention programs was set as May 4, 1984.

In all the regions, the regional CSST offices contacted the workers and employers of establishments in Groups I and II with over twenty workers to provide them with information on the prevention program and the health and safety committee. Although publication of the Regulation respecting prevention programs in the *Gazette officielle* alone is, strictly speaking, considered sufficient notice to the employers concerned, the Commission launched a campaign to remind the employers and workers in Group II establishments of their obligations in this regard. Its regional prevention-inspection services sent out about 7 000 reminder letters, accompanied by an explanatory guide.

Whenever joint sector-based associations in these sectors did not exist, the Commission's regional teams made sure that establishments requesting technical assistance received help, either in preparing their prevention programs or in setting up health and safety committees. Over 1 000 establishments took advantage of the services of these teams.

7 Proportion of Prevention Programs Submitted to the CSST by Group I Establishments, by Sector (1983)¹

Sector of Activity	%
Buildings and public works	62
Chemical industry	76
Forestry and sawmills	95
Mines, quarries and oil wells	90
Manufacturing of metal products	55
Whole of Group	72



Source: CSST, Direction du réseau - SIG (83-12-31)

1. Although all establishments in this group are required to prepare a prevention program, only those with twenty-one workers or more are required to submit their program to the Commission.

Occupational Health Services

The occupational health and safety system makes use of the public health network or private health services recognized by the CH-DSCs to provide workers with access to the preventive and curative health services set out in the Act. Since 1981, the Commission had concluded agreements for services with each of the thirty-two hospital centres that have a community health department (CH-DSCs), which contracts it renegotiated when the Regulation respecting occupational health services came into force.

In 1983, the CH-DSCs and the CLSCs (local community service centres) had a total of 795 job positions, of which 70% were filled, for their teams responsible for various mandates relating to the implementation and operation of the occupational health and safety plan. During the year, these teams set up 128 service points serving close to 225 000 workers distributed throughout more than 20 000 establishments. Private health services of 88 establishments in priority sectors, serving nearly 18 000 workers, were recognized by the CH-DSCs in 1983, under the Act respecting occupational health and safety.

The CH-DSCs also devoted their energy during the year to identifying risks in priority sector establishments, evaluating exposure levels to aggressive agents in different jobs, and preparing health programs specific to these establishments. During industrial visits to these establishments, hygienists and health technicians from the CH-DSCs took over 7 000 samples that were forwarded to the laboratories of the *Institut de recherche en santé et en sécurité du travail* where they were analyzed.

According to an evaluation of the *ministère des Affaires sociales*, the teams from the CH-DSCs and the CLSCs had visited over 20% of the establishments in the "chemicals", "forestry and sawmills", "mines, quarries and oil wells" and "manufacturing of metal products" sectors to evaluate and quantify risks by the end of 1983. This means that over 25% of the workers had their jobs evaluated. In total, close to 2 000 establishments in Group I and 800 in Group II were thus visited.

At the end of the year, the Commission had also received 106 health programs specific to establishments, these being one of the elements of the prevention program, and an estimated 700 others were close to completion at that point.

In addition to these activities relating to implementation of the plan in priority sectors, the CH-DSCs fulfilled a number of different mandates in 1983, including environmental evaluations linked with benefits for occupational diseases amounting to almost 500, and the exercising of the right to protective re-assignment of pregnant or breast-feeding workers, for which about 4 000 consultations were carried out.

Furthermore, the special committee created by the Board of Directors to study the draft regulation respecting minimum standards for first aid, as well as programs on training of first-aid specialists and access to first aid, continued its activities in 1983. The Commission continued to train first aid specialists in cooperation with the St. John's Ambulance Society. About 9 000 people were trained thanks to CSST subsidies totalling 326 962 \$. The Commission also continued to grant allowances to employers in non-priority sectors for the maintenance of health services; accordingly 616 employers received subsidies for a total of 526 126 \$.

Special Projects

Parallel to the sector-based implementation of the plan, much interest was generated by various experimental projects conducted in 1983 with technical or financial support from the Commission. Because these projects are taking place under agreements providing for the participation of workers and employers and support of the public health services network, they hold a place of particular importance.

- ☐ At Alcan in Jonquière, studies continued under a tripartite agreement concluded in 1980. At the end of 1983, an analysis was being made of the data gathered during the year linked to the problems of chronic pulmonary obstruction in workers and the musculoskeletal problems associated with exposure to fluoride.
- ☐ At Gaspé Mines in Murdochville, the results of a study on sanitation conditions, occupational safety and the state of health of employees were published in February 1983.

☐ At Wabasso in Trois-Rivières, a study which began two years earlier on evaluating cotton dusts in the plant and respiratory problems of exposed workers was completed in January 1983. Its results have been published in 1984.

☐ In the Îles-de-la-Madeleine, following a study completed in 1982 on the asthmoid syndrome found in workers at two crab plants, an inquiry took place in all industrial crab processing plants leading to the application of corrective measures, especially with regard to ventilation.

☐ At Preussag Metal Inc. in Ste-Catherine, a quadripartite agreement concluded early in the year made it possible to conduct the necessary studies to develop and apply a health program specific to that establishment. The medical monitoring program was submitted in July and the overall report will be published in 1984.

☐ In Montréal, 71 establishments in the metal manufacturing sector, encompassing about 3 500 workers, were studied for the purpose of describing the health and safety situation in this sector. The report, completed in 1983 and submitted by the DSC of *Hôpital du Sacré-Coeur*, made it possible to determine the elements of medical and environmental monitoring necessary in the case of workers exposed to certain contaminants.

Joint Sector-Based Associations

To enable workers and employers in various sectors of economic activity to take charge of occupational health and safety in their sector, share their experience and obtain professional and technical assistance in this field, the Act provides for the creation of joint sector-based associations on the basis of an agreement between the workers' associations and employers' associations in each sector.

The mandate of the Commission is to encourage the creation of such associations, and give them technical and financial assistance. For two years, it has concentrated its efforts more particularly on about fifteen sectors of economic activity, calling meetings of employers, unions, or both, helping them formulate a delimitation of their sector of activity on the basis of data on the establishments, and assisting them at each stage in the creation of the association. These efforts enabled three new joint sector-based associations to be formed: in 1983, in the sectors of provincial administration and printing and, at the start of 1984, in the sector of manufacturing transport equipment

and machines. Many joint working committees also informed the Commission that they intend to create such associations in the near future.

The new associations joined the four others already in place in the social affairs sector, the textile sector, the automobile services sector, and the transportation and storage sector. In all, it is estimated that the sectors served by these associations account for close to half a million workers in about 28 000 establishments.

Since each association specializes in its own sector, they each have their own achievements to their credit, and differ one from the other. While all of them have, since their creation, concentrated their activities on getting to know their field, preparing guides on regulations in their own sector and information for their clientele, some have also embarked upon more specific action programs in their establishments. Concerning the preparation of prevention programs, the ASSTSAS (*Association pour la santé et la sécurité du travail-Secteur affaires sociales*) produced three guides aimed at its sector on back aches, x-rays and infections. The *Conseil québécois de la santé et de la sécurité du travail pour l'industrie des*

textiles primaires produced a guide for health and safety committees, plus created standard job registers for its sector, along with models for analysis of the safety of duties. Finally, the ASSTSAS and the *Association sectorielle du secteur transport et entreposage* publish an information bulletin for their members.

In 1983, the joint sector-based associations already in existence received a total of 2 276 724 \$ in subsidies from the Commission. To promote the creation of such associations in other sectors, the Commission also paid out 158 948 \$ in start-up subsidies. Moreover, it continued to subsidize a multi-sector association, the *Association paritaire de prévention pour la santé et la sécurité du travail* (APPSST) and paid it 2 054 636 \$ so it could maintain its prevention services.

Inspection Interventions

As expected, the total number of inspection interventions carried out by the Commission continued to decline in 1983. The number of files processed during this period fell 13%, i.e. from 16 102 the previous year to 14 004, whereas the number of visits by inspectors to establishments within the framework of inspection programs dropped by 23%.¹

To a large extent, this decline in the number of traditional inspection interventions is due to the fact that the Commission's services moved the emphasis of their efforts towards setting up prevention programs and progressively implementing the new plan based on the workers and employers becoming responsible for prevention. It is also linked to the additional responsibilities the Commission now has regarding the analysis of prevention programs, and the new operating method provided by the Management Committee. The Commission adapted itself to this new context by integrating its prevention and inspection activities, which required it to devote a good number of hours to training personnel in its regional offices.

1. The summary tables on pages 76 through 79 present inspection statistics for each sector of economic activity and each region, by type of intervention.

The decreased volume of inspection interventions in 1983 is compensated for however by the scope of the field they covered, and the time devoted to them. Often planned in accordance with activities connected with the preparation or analysis of prevention programs specific to an establish-

ment, or with the implementation or operation of health and safety committees, these interventions were either inductive or coercive, depending on the case.

76%, took place in establishments in Groups I and II. On the average, the number of interventions for these two groups was 29 per 100 establishments, whereas in other groups, it was 1.5.

Number of Interventions in 1983

In 1983, the Commission's inspectors made almost three times more programmed inspections than interventions arising from outside requests. Most compliance inspections, in fact

8 Inspection Interventions and Measures Taken by Inspectors, by Type of Action (1983)

Interventions or Measures Taken	Compliance Inspections	Investigations Following Accidents	Interventions Following Complaints	Application of the Right of Refusal	Total
Files					
☐ opened	9 643	951	3 308	212	14 114
☐ settled ¹	9 691	927	3 178	208	14 004
Visits					
☐ initial	10 028	350	2 078	183	12 639
☐ follow-up	16 951	422	2 232	152	19 757
Total	26 979	772	4 310	335	32 396
Measures					
Non-compliance noted	44 406	749	5 038	166	50 359
Work stopped	328	17	81	1	427
Seals affixed	203	25	58	—	286
Review ²	101	9	67	59	236
Preliminary notices issued	382	26	72	1	481
Preliminary notices paid	139	14	13	—	166
Legal proceeding begun	220	24	53	—	297
Legal proceedings settled	232	18	21	2	273

Source: CSST, Monthly inspection intervention report - IEMI- APL (83-12-31)

1. It should be noted that some files settled in 1983 were already open at the beginning of the year.

2. Request to the regional chief inspector to review an inspector's decision.

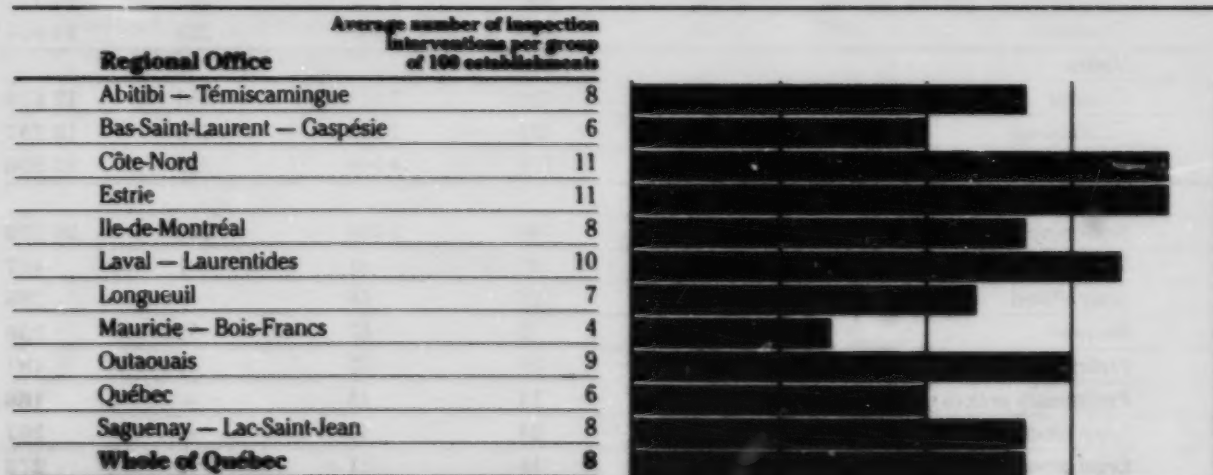
Interventions following complaints decreased slightly in 1983 over the previous year. As a result, initial visits to establishments following complaints dropped from 2 499 to 2 078. The Commission attributes the reduction of its direct interventions following complaints to the effects of compliance inspections. At the same time, there was a 25% decrease in the number of investigations carried out following events leading to the death of a worker or causing serious injuries to one or more workers or causing major material damage. In 1983, the Commission thus opened 951 files, of which 927 had been closed by the end of the year. The number of fatalities for the period decreased from 133 to 128. As for interventions of inspectors when a

worker refuses to perform work he considers dangerous, they dropped 11%, from 233 to 208. It is noteworthy that these interventions affected far fewer workers than the previous year, with the corresponding figures declining from 969 to 576.

Measures Applied and Applications for Review

Where inspectors discover non-compliance with the Act or regulations, or the presence of a risk to the health and safety of workers, their powers to issue orders and make decisions enable them to take steps which range from issuing remedial orders and stopping work, to closing the workplace partially or completely.

9 Proportion of Inspection Interventions, by Number of Establishments in Each Region (1983)¹



Sources: CSST, Monthly inspection intervention report — IEMI-APL (83-12-31); Common element — establishment file (84-02)

1. Files settled during the year. See summary table on page 78.

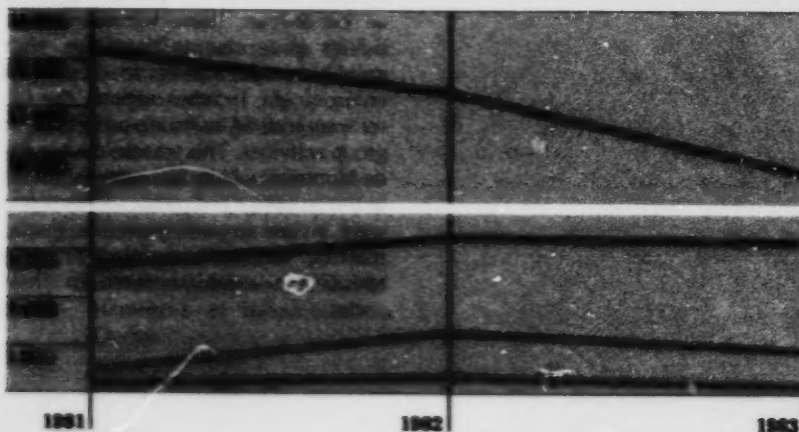
In the event of failure to comply with an inspector's order within the prescribed time period, the offender receives a prior notice from the Commission describing the offence and specifying the amount of the fine to be paid. If he does not follow up this notice within the prescribed time period, he is liable to proceedings before the Labour Court. In 1983, inspectors found 50 359 instances of non-compliance during their interventions; they suspended

work in 427 instances and affixed seals, visible signs of a work stoppage, in 286 cases.

Any order or decision of an inspector is executory. However, a worker, an employer or a safety representative may apply to the regional chief inspector for a review of the decision or order if he feels it is not justified. During the year, regional chief inspectors received 236 such applications for review. The Commission considers that the small proportion of reviews requested in relation to the number of decisions rendered by its inspectors confirms the quality of these decisions and the satisfaction of the parties.

Where one of the parties feels wronged by the regional chief inspector's decision on a review, it may appeal to the Review Board of the Commission concerned with inspection, whose decisions shall be final and without appeal. During the year, the Review Board received 88 applications and rendered 74 decisions.

10 Number of Inspection Interventions Completed Each Year Since the Start of the CSST Mandate



Compliance inspections	12 263	11 367	9 691
Interventions following complaints	2 689	3 262	3 178
Investigations following accidents	482	1 240	927
Application of the right of refusal	229	233	208

Source: CSST, Monthly inspection intervention report — IEMI-APL (83-12-31)

Training and Information Activities and Technical Support

The Commission, employers' associations, union associations and joint associations share the responsibility of providing information, training and counselling services in occupational health and safety matters. In addition to realizing its own programs in this area and offering various specialized services to those with a particular interest in occupational health and safety, the Commission has a mandate to give technical and financial support to these associations.

CST Training and Information Programs

In 1983, the Commission designed, developed and conducted various training sessions on prevention for outside clients such as the advisers of sector-based associations, representatives of employers' or union associations or members of community health departments, who have a role to play in the enforcement of the Act. These sessions covered, among other subjects, the prevention program, elements of toxicology, introductions to the priority sectors, industrial sanitation, occupational health and safety regulations.

Each of the regional prevention-inspection services has its own information strategy that takes into account priority sectors of economic activity, the number of establishments and workers in their territory, and their distribution. In some regions, like Abitibi-Témiscamingue, Bas-St-Laurent — Gaspésie, Côte-Nord and Saguenay — Lac-St-Jean, these information activities gave rise to meetings with employers and workers in their work environment. In other regions, the latter were instead invited to participate in group activities. This was the case in Île-de-Montréal, where 300 establishments in the buildings and public works sector were invited to participate in a special meeting on the prevention program specific to establishments in their sector.

During the same period, the Commission produced various guides, manuals, brochures and audiovisual aids chiefly on the prevention program, the health program specific to an establishment and the health and safety committee. Likewise, it conducted awareness campaigns on these themes throughout Québec, using most of the media.

With regard to training, the Mine Rescue Station Division trained 44 new recruits from 28 different mines. This brought the total number of people having completed this training program to 381, of whom 282 were among the permanent staff members working at the end of the year. The regular and special basic training course for mine rescue accounted for 11 832 person-hours in 1983. It should be noted that there are fifteen secondary mine rescue stations in Québec in addition to the main stations at Noranda, Thetford Mines and Val d'Or.

The Commission also paid particular attention during the year to training activities related to construction sites where, since July 1, 1983, workers subject to the Decree respecting the construction industry and management staff and supervisory staff must have completed a general safety course in order to have access to construction sites. About 55 000 people underwent this training during the year. In this regard, the Commission presided over the coordination committee responsible for preparing the course content, upgrading instructors and teachers, and supervising the training.

Subsidies to Union or Employers' Associations

In addition to carrying out its own programs, the Commission paid subsidies to union or employers' associations to help them implement various programs to train or inform their members. In 1983, fourteen union associations thus received subsidies totalling 2 954 160 \$. These associations were:

- ☐ Centrale de l'enseignement du Québec (CEQ),
- ☐ Confederation of National Trade Unions (CNTU),
- ☐ Centrale des syndicats démocratiques (CSD),
- ☐ Quebec Federation of Labour (QFL),
- ☐ Sheet Metal Workers' International Association,
- ☐ Cartel des organismes professionnels de la santé,
- ☐ Federation of United Nurses,
- ☐ United Oil Workers of Canada,
- ☐ Québec Woodworkers Federation,
- ☐ Conseil provincial du Québec des métiers de la construction, international,
- ☐ Federation of Aluminum Unions,
- ☐ Joint council No. 91, Teamsters of Québec,
- ☐ Québec Government Employees' Union
- ☐ Syndicat professionnel des infirmières et infirmiers du Québec.

As for employers' associations, four associations received subsidies totalling 224 600 \$:

- ☐ Union des producteurs agricoles,
- ☐ Centre patronal de santé et de sécurité du travail du Québec,
- ☐ Association des hôpitaux du Québec,
- ☐ Fédération des Cégeps.

Three employers' safety associations shared subsidies of 1 417 959 \$ for all of their activities:

- ☐ Association de sécurité des pâtes et papier du Québec,
- ☐ Association de sécurité des exploitations forestières du Québec,
- ☐ Association de sécurité des industriels forestiers du Québec.

Toxicological Index and Documentation

Through its Toxicological Index and Documentation Centre, the Commission is able to offer specialized services in addition to its training and information programs, to those interested in specific aspects of occupational health and safety.

The Toxicological Index has been in operation since the end of 1981. It is a computerized data bank containing information on the composition of products used in the work environment, the dangers they entail for the health and safety of workers, and appropriate preventive or curative measures. This tool is especially useful in setting up the register of work stations and preparing prevention programs for establishments.

Access to the Toxicological Index is public. During 1983, the Commission received 43 879 requests for information and based on the data at its disposal, gave 31 974 answers. To provide these answers, throughout this period, the Commission contacted over 1 900 manufacturers or suppliers to obtain information on their products and thereby complete the contents of its data bank. All data received from companies in this regard or: the composition of products are confidential; only information on the toxic components that products may contain may be made public.

The Documentation Centre pursued the development of its occupational health and safety data base (*information en santé et sécurité du travail* - ISST), a comprehensive file on occupational health and safety in Québec. It contains bibliographic information on documents found in documentation centres at the Commission, the joint sector-based associations and participating centres such as the *Institut de recherche en santé et en sécurité du travail (IRSST)*.

The ISST data base grew by close to 12 000 titles, of which 4 377 were provided by its partners, in 1983. The number of documents it contains has now reached 25 000. During the same period, the operation of the data base was the subject of a number of training activities attended by groups from joint sector-based associations and community health departments which belong to the network. The Documentation Centre also created a computerized

thesaurus in 1983 standardizing occupational health and safety vocabulary in Québec. This thesaurus is available in computerized form.

In 1983, there was an increase in almost all services to users, ranging from 63% for document lending to 25% for inter-library loans. The reference activities of the Montréal and Québec City Documentation Centres alone represented 3 630 interventions: research in the ISST data base, selection of an appropriate reference work, research for information from an agency or association, research by means of teleference. During this period, 56% of the users came from outside the CSST.

Consultation and Coordination

The scope of the Commission's mandate and the necessity for it to use, inasmuch as this is possible, existing public agencies and resources concerned with occupational health and safety, oblige it to maintain close ties with numerous bodies whose operations may influence or support its mandate.

In this framework, the Commission maintained its participation in various joint standing committees in 1983, whose work led to joint action with regard to different programs or services:

- ☐ The standing CSST-IRSST committee had a mandate to promote cooperation and complementarity between the Commission and the *Institut de recherche en santé et en sécurité du travail* respecting development, coordination and performance of their research activities and services.
- ☐ The CSST-MAS standing committee enabled the Commission to maintain close relations with the *ministère des Affaires sociales*, the *Association des hôpitaux du Québec* and the regional health and social services councils (CRSSS), chiefly for the setting up and application of health programs.
- ☐ The CSST-MEQ standing committee promoted design and realization of training and information programs required

for the enforcement of the Act respecting occupational health and safety. Through this cooperative effort between the Commission and the *ministère de l'Éducation*, an intensive upgrading program on industrial sanitation techniques was created in 1982. The 45 graduates from this program all quickly found a job in their field in 1983.

- ☐ The CSST-ASP standing committee sees to communication and dissemination of information from the Commission and the joint sector-based associations as regards their programs, guides and tools. This committee is a means of ensuring ongoing relations between the Commission and the associations: it is the privileged advisory mechanism to promote exchanges of information between these bodies.

Similarly, the Commission participated in a number of committees of the Canadian Standards Association (CSA), the Canadian Association of Administrators of Labour Legislation (CAALL), the *Bureau de normalisation du Québec* (BNQ) and the International Organization for Standardization (ISO).

Apart from its efforts to coordinate with numerous bodies and groups throughout the province, the Commission emphasized planning at the regional level and brought various concerned parties together for discussions and plan-making. Depending on the case, these involved the heads of the regional offices of the Commission, representatives of the *Conseil régional des services sociaux et de santé* (CRSSS), of hospital centres with a community health department (CH-DSC) and of local community service centres (CLSC). According to the regions or problems discussed, representatives of joint sector-based associations, Cegeps, etc., also attended.

The subjects that came up most often at these round-table discussions were the working methods of the various groups involved, their relations, their knowledge of the milieu, evaluation of the link between exposure to risks and compensation data, specific contracts with the CH-DSCs, training of outside clients, the prevention program specific to establishments and protective re-assignment of pregnant or breast-feeding workers.

Compensation

In 1983, after devoting the last few years to a complete regionalization of its services to victims of work accidents and occupational diseases, the Commission concentrated on improving its services and making them more personalized.

Due to the integrated administrative management model it has begun to introduce in its regional compensation services, the more suitable data processing capacity it has provided its staff, and the implementation of new policies (e.g. in the area of physiotherapy and occupational therapy), the Commission made marked improvements in communications with its clients, considerably reduced processing time for cases involving compensation or review, and established better control over costs while maintaining the quality of its services.

Accident Notices and Claims

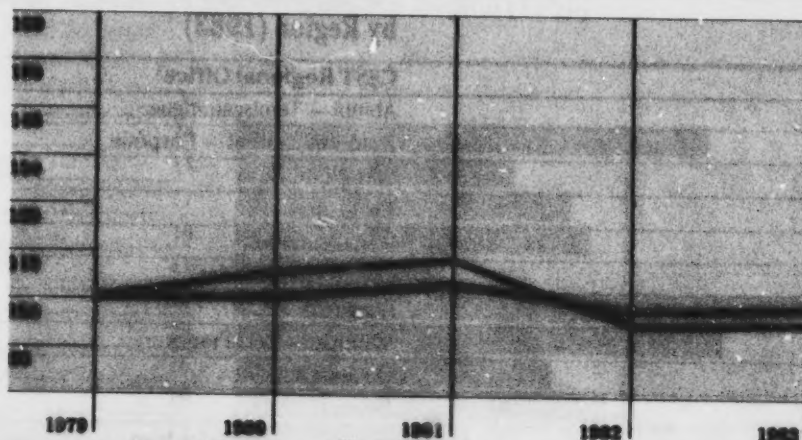
During the year, 314 006 work accidents, occupational diseases or deaths were reported to the Commission. These reports were made pursuant to the Workmen's Compensation Act, the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries or the Federal Government Employees' Compensation Act.

Compared with the previous year, the number of accidents or diseases reported in 1983 increased by approximately 1%, primarily in response to a recovery in certain sectors of the economy, which has affected the number of employees covered. Because

the recovery was weaker in sectors regarded as high-risk, the slight increase in the number of benefit claims was offset by the fact that occupational injuries were distinctly less serious, as can be seen from the categories in which benefit claims were made and from the duration of benefits.

The files opened as a result of accident or occupational disease reports are classified according to the category of benefits to which the beneficiaries

11 Changes in the Number of Occupational Injuries and Employment from 1979 to 1983



Occupational Injuries	326 541	344 999	354 606	310 746	314 006
Wage-Earners	2 204 000	2 219 000	2 282 000	2 160 000	2 171 000

Sources: CSST, Compensation files (84-02); Stat-Can. Cat.: 72-008

12 Claims Following Occupational Injuries, by Category (1982-1983)

Category	1982	1983
Medical assistance only	141 080	147 530
Temporary or permanent disability	165 316	162 386
Occupational diseases	4 161	3 920
Death	183	170
Total	310 746	314 006

Source: CSST, Compensation files
(84-02)

13 Files Opened by the CSST Following Occupational Injuries, by Region (1983)

CSST Regional Office ¹	Number of files	%
Abitibi — Témiscamingue	9 289	3.0
Bas-Saint-Laurent — Gaspésie	9 756	3.1
Côte-Nord	5 664	1.8
Estrie	12 295	3.9
Ile-de-Montréal	83 316	26.5
Laval — Laurentides	46 048	14.7
Longueuil	58 409	18.6
Mauricie — Bois-Francs	18 541	5.9
Outaouais	9 049	2.9
Québec	47 077	15.0
Saguenay — Lac-Saint-Jean	14 562	4.6
Total	314 006	100.0

Source: CSST, Compensation files
(84-02).

1. Region where file was opened.
For the categories of these claims,
see the summary table on page 78.
It should be noted that, in 1983,
files on workers employed in the
Nouveau-Québec region were
opened in their region of
residence.

are presumed to be entitled.¹ However, this classification may be altered according to the development of the file, or the claim may be deemed inadmissible. This year 4 352 benefit claims were rejected, in most cases because the Commission determined that the accident or disease was not job-related, or because the victim was not covered by the Act.

As at December 31, 1983, 47% of the 314 006 files opened during the year were classified as cases needing medical assistance only, while 52% also justified benefits for temporary or permanent disability. A study of these files also reveals a decrease of approximately 10% in the number of benefit claims due to death, and 6% for claims due to occupational diseases.

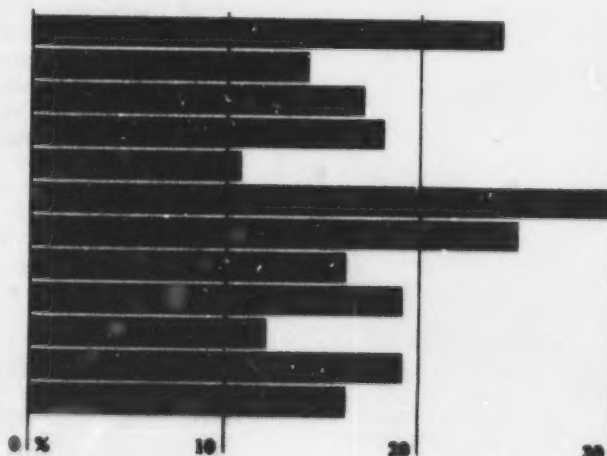
In addition to benefit claims relating to occupational injuries, the Commission received 4 066 benefit claims during the year under the Act respecting occupational health and safety with regard to the exercising of the right to protective re-assignment of

pregnant or breast-feeding workers. It also processed 1 417 claims submitted to it under the Crime Victims Compensation Act and the Act to promote good citizenship.

1. The summary tables on pages 76 through 79 present benefit claims received in 1983 by category, for each economic sector and region.

14 Proportion of Files Opened Following Occupational Injuries, by Number of Workers in Each Region (1983)

Regional Office ¹	%
Abitibi — Témiscamingue	24
Bas-Saint-Laurent — Gaspésie	14
Côte-Nord	17
Estrie	18
Ile-de-Montréal	11
Laval — Laurentides	30
Longueuil	25
Mauricie — Bois-Francs	16
Outaouais	19
Québec	12
Saguenay — Lac-Saint-Jean	19
Whole of Québec	16



Sources: CSST, Compensation files (84-02); Common element — establishment file (84-02)

1. Since claim files are opened in the region where the worker lives rather than where the establishment he works for is located, these rates cannot be integrated with rates of incidence.

Services to Victims of Work Accidents or Occupational Diseases

Administrative Organization

To better serve the needs of victims of work accidents and occupational diseases, the Commission has undertaken a complete reorganization of its compensation system which should enable it to streamline its administrative process, further integrate its activities and solve problems relating to availability of information. In this connection, its intention is to gradually modify administrative operations involved in processing files while making optimum use of computer resources.

The Commission consequently began to institute a new administrative model in its regional offices at the end of the year. The new procedures, finalized on the basis of the results of a review of its administrative process begun in 1982 at the Laval-Laurentides regional office and completed at the Estrie regional office, will gradually be introduced in all regional compensation services. They will call for, among other things, merging each beneficiary's indemnity and rehabilitation files into a single compensation file, designating a single case worker to be responsible for all authorizations and follow-ups on a file, directing cases to appropriate administrative units depending on seriousness, and determining processing priorities on the basis of the specifics of the problem.

In 1983, the Commission reviewed the preliminary analysis of the reorganization of its computerized compensation system, as well as the functional architecture of this new data processing system, the development of which should be completed in 1986. At the same time, it optimized certain parts of the existing system. In particular, it installed a central control unit for its compensation systems to coordinate, integrate, improve and maintain all system operations. This control unit includes operational support that provides regional offices with daily information on the status and availability of data and the applications they require to process and follow up cases.

The file follow-up tool, an electronic agenda that indicates what actions to take on each file and ensures follow-up, was also introduced during the year in the five regional offices that had not yet received it. Also, the Commission carried out a complete review of its form letter file, obtaining assistance from injured workers to ensure the texts were clear. Using a system installed in 1983, compensation service personnel in four regional offices can now call their form letters up on a terminal screen, and this expedites the transmission of decisions in writing to the parties concerned. In time, all regional departments will be equipped with this service.

Medical Assistance

The Workmen's Compensation Act determines the rights of beneficiaries of the various compensation plans administered by the Commission in matters of medical assistance. Depending on the case, this assistance includes hospitalization, medical care, orthopedic devices, medication and certain other costs.

In 1983, medical assistance accounted for 15% of the Commission's compensation disbursements, for a total of 87,3 million \$. The major portion of costs was for hospital care, 58%, while 21% went to health-care professionals. It should be mentioned that since January 1, 1983, the plan has been subject to a new fee schedule which was worked out by the Commission for physicians who do medical evaluations at its request. Since December 2, the *Régie de l'assurance-maladie du Québec* (Health Insurance Board) has handled acquisition, validation and payment of physicians' bills; the expenses it incurs are reimbursed directly by the CSST.

Furthermore, in June the Commission adopted a new medical report form similar to the one used by the RAMQ, thereby speeding up payment of physicians' fees. The medical reports serve as a basic document in opening files on 40% of the benefit claims made to the Commission: they now contain enough medical information to render a decision in about 90% of cases. Given the importance of the role of health professionals in the compensation process, in 1983 the Commission paid special attention to its correspondence with physicians by sending them specially prepared printed matter and organizing information meetings.

In addition, workers who are called to medical evaluations in the Commission's offices in Montreal and Quebec City now pass through a reception service. Established in 1983, this service makes it possible for them to obtain information on their files and on the Commission's programs, or submit comments on the medical evaluation they receive.

These medical evaluations are carried out at the regional level when resources are available there; whenever possible, the medical specialist making an evaluation is the personal physician of the worker, or a member of his hospital service. The medical evaluation services at Complexe Desjardins in Montréal and at the head office in Québec City serve their respective regions, while giving necessary support to other regions where professional resources are fewer or not available in some specialized fields. Out of the 24 292 examinations carried out in the medical evaluation services in Montréal

and Québec City in 1983, 22 106 were conducted by specialists on the Commission's premises and 2 186 in private offices. All examinations were done by medical specialists remunerated per medical procedure.

The four pneumoconiosis committees formed by the Commission conducted a total of 638 examinations. In 181 of these cases, this was the first examination. Also, pathologists mandated by the Commission studied 91 histopathological items either to establish a connection between a worker's death and his former job or to render a decision as to the presence of a pneumoconiosis or another pneumopathy of occupational origin. During this period, 38 cases of asbestosis and 55 cases of silicosis were identified in workers. The Commission established a connection between asbestosis and lung cancer in 15 cases, and identified 8 cases of mesothelioma.

Benefits for Temporary Total Disability

Along with this medical assistance, the Commission is mandated to compensate victims of occupational injuries while they are waiting to resume their work or for the time it takes to adapt to another appropriate occupation. This compensation corresponds to 90% of the worker's net wages at the time of his accident, up to a maximum insurable wage which is adjusted each year. From January 1 to December 31, 1983, the maximum was set at 29 000 \$ or 12% higher than the previous year; its annual adjustment is calculated on the basis of the average wage of Québec workers plus 50%.

Files opened during the year following occupational injuries show that 51% resulted in a work stoppage beyond the day of the accident, which is a noteworthy decrease from the previous year. Similarly, an analysis of the data available on the average duration of temporary disabilities also indicates a downward trend. In 1983, 26% of work stoppages lasted longer than two weeks, compared to 27% in 1982.

In this connection, it should be emphasized that in August, after consultation with the groups concerned, the Board of Directors adopted a policy that outlines the basic principles involved in determining eligibility for physiotherapy or occupational therapy, as well as administrative and medical follow-up. While it is still too early to obtain an exact idea of all the effects of the administrative measures ensuing from

this policy, at the end of the year it was estimated that they had made it possible to reduce waiting periods for treatment by about 21%.

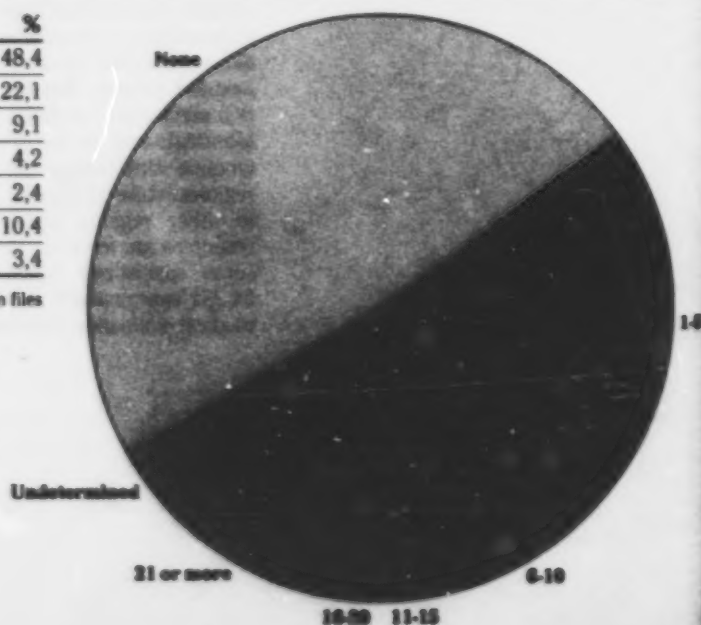
Benefits paid out in 1983 for temporary total disability during healing, convalescence or rehabilitation programs totalled 291,5 million \$. These represent the largest part - 48% - of the Commission's compensation disbursements. It should be noted that these benefits include payments for cases reported during the year as well as for injuries sustained in previous years.

15 Length of Work Stoppage Following Occupational Injuries Declared in 1983¹

Number of Days of Benefits Paid	Number of cases	%
None	146 407	48,4
1-5	66 752	22,1
6-10	27 649	9,1
11-15	12 765	4,2
16-20	7 219	2,4
21 or more	31 383	10,4
Undetermined	10 431	3,4

1. Since the files opened in 1983 were not all settled during the year, the data appearing in this chart are subject to change. Based on the experience of previous years, however, the percentages shown here are not expected to change significantly. It should be noted that only the claims of workers whose employers are required to contribute to the Accident Fund are taken into account here.

Source: CSST, Compensation files (84-02)



Social Rehabilitation

In social rehabilitation, the Commission provides its beneficiaries professional services for social rehabilitation and financial assistance under some programs designed to help them recover and return to the labour force, as well as to resume an existence under conditions comparable to their pre-accident situation.

In 1983, the Commission's rehabilitation officers interviewed approximately 27 000 beneficiaries. By the end of the year, more than 17 000 of these cases had been settled. While it was possible to satisfy the rehabilitation

needs of many of these workers by evaluating their ability to resume work and restoring contact with their employer, for more than 9 000 others the Commission's intervention assumed the form of occupational and psychosocial rehabilitation services and financial support as part of a personalized rehabilitation plan. This might involve participation in one or more of the programs the Commission has created to expedite a return to personal and social independence, a return to work or an income supplement.

16 Files Processed for Social Rehabilitation, by Region (1983)

CSST Regional Office	Files Pending, January 1	Files Opened in 1983	Cases Settled in 1983
Abitibi — Témiscamingue	614	794	850
Bas-Saint-Laurent — Gaspésie	938	984	1 124
Côte-Nord	152	445	421
Estrie	269	706	627
Ile-de-Montréal	2 825	3 871	4 259
Laval — Laurentides	1 436	2 624	2 688
Longueuil	1 442	2 591	2 731
Mauricie — Bois-Francs	377	1 218	1 284
Outaouais	218	468	265
Québec	904	2 281	2 093
Saguenay — Lac-Saint-Jean	416	1 375	1 324
Total	9 501	17 587	17 646

Source: CSST, Direction de la programmation (réparation)

Assisted by more than 150 rehabilitation counsellors, occupational guidance, psychosocial counselling and manpower specialists in local or regional Commission offices, workers who took part in rehabilitation programs in 1983 were directly involved in designing and implementing their rehabilitation plans. The Commission established the amounts of their financial assistance on the basis of need and level of participation in programs. Assistance might consist of an indemnity equalling up to 90% of the worker's net income at his former job to the maximum insurable amount, or subsidies to employers for hiring or training, or the purchase of services or equipment.

The Commission paid out a total of 51.7 million \$ in 1983, 87% of which went to benefits paid to workers. In view of the effects of the recession on the labour market, it assigned greater importance to job support activities during this period. As a result, the number of grants made to employers for the hiring or training of disabled workers more than doubled from 1982 to 1983.

It should be mentioned that a team assigned to evaluate certain existing compensation programs collaborated with the social rehabilitation teams in each regional office during the year in a survey designed to obtain information on specific aspects of rehabilitation: characteristics of the clientele, stages in the rehabilitation process and results in terms of return to work. Analysis of the data obtained revealed certain socio-demographic characteristics of beneficiaries and made it possible to identify indicators to measure the performance of these programs.

17 Worker Participation in Social Rehabilitation Programs, by Program and Region

CSST Regional Office	Number of Beneficiaries ¹	Programs Promoting Resumption of Personal and Social Autonomy			Programs Promoting Resumption of Jobs		Programs Promoting Income Support
		Psycho-Social Support	Training Support	Support for Adaptation of the Living Environment	Job Support	Employer Subsidies	
Abitibi — Témiscamingue	467	144	84	10	249	57	217
Bas-Saint-Laurent — Gaspésie	695	258	116	28	443	59	202
Côte-Nord	135	78	24	8	78	12	30
Estrie	369	202	37	7	197	69	142
Ile-de-Montréal	2 367	1 346	420	25	1 335	391	768
Laval — Laurentides	1 617	504	109	28	1 149	252	563
Longueuil	1 513	383	140	36	1 044	283	487
Mauricie — Bois-Francs	297	40	44	8	180	35	112
Outaouais	390	161	95	15	199	60	151
Québec	844	219	100	40	506	213	385
Saguenay — Lac-Saint-Jean	436	147	71	21	256	56	114
Total Participation¹	9 130	3 482	1 240	226	5 638	1 487	3 171

Source: CSST, Compensation files (83-12-31)

1. Many workers participated in more than one rehabilitation program during the year.

Benefits for Permanent Disability or Death

Once their injuries are healed or stabilized or, as the case may be, when their rehabilitation treatment is over, beneficiaries of the Workmen's Compensation Act whose abilities remain permanently diminished are granted a pension for life. The amount of this pension is set by the Commission according to the degree of disability of the worker, based on 90% of his net income up to the maximum insurable amount.

When determining pensions, the Commission takes into account all the factors affecting the working ability of the beneficiary and his fitness to resume his former job or adapt to another. Its calculations are based on the physical impairment rate of the beneficiary and on his rate of inability to return to work. In this regard, in

1983 the Supreme Court of Canada rejected a class action suit brought against the Commission by refusing the plaintiff permission to appeal. The plaintiff alleged that the Commission had misinterpreted section 38.4 of the Workmen's Compensation Act from the very beginning because it did not take into account the inability of injured workers to resume the job in which they had been injured, or to adapt to another appropriate occupation.

Pensions paid by the Commission to dependents of a worker whose death resulted from a work accident or occupational disease represented, according to the number of dependents, between 55% and 80% of the benefits to which a worker would have been entitled had he survived and been completely incapable of earning his full wages.

In 1983, the Commission granted pensions for permanent total or partial disability under the Workmen's Compensation Act to 13 021 workers whose employers contributed to the accident fund and to 527 workers whose employers were obliged to pay the benefits themselves.

In some cases, the Commission pays lump sums or total or partial capital payments when it deems it more useful for the worker to receive the capitalized value of the pension to which he is entitled. Capital payments are automatic when the monthly pension is lower than a certain amount, set in the Act and indexed to 89,75 \$ for 1983.

During the year, the Commission continued the special capital payment program it began two years earlier. Those eligible for this program are beneficiaries whose monthly pen-

18 Pensions Granted in 1983 to Injured Workers, by Rate of Permanent Disability¹

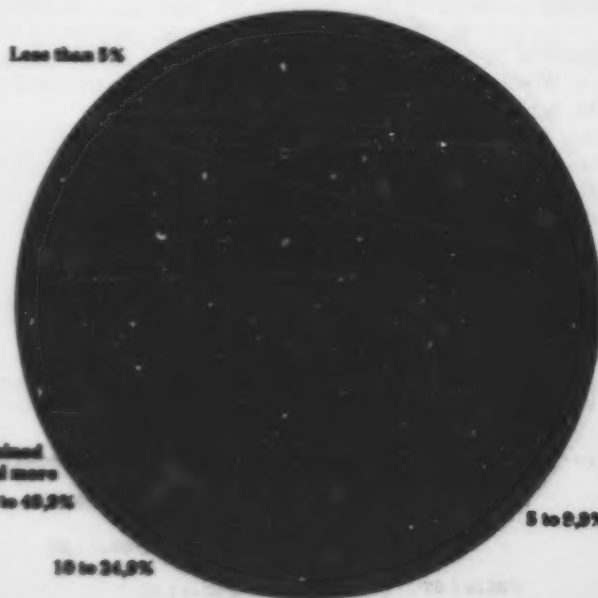
Rate of Permanent Disability	Number	%
Less than 5%	8 351	64,2
5 to 9,9%	2 686	20,6
10 to 24,9%	1 540	11,8
25 to 49,9%	252	1,9
50% and more	118	0,9
Undetermined	74	0,6
Total	13 021	100,0

Less than 5%

Undetermined
50% and more
25 to 49,9%

10 to 24,9%

5 to 9,9%



Source: CSST, Compensation files (83-12-31)

1. Under the Workmen's Compensation Act only, excluding beneficiaries for whom the benefit costs are assumed personally by the employer.

sion payment was between 89,75 \$ and 200 \$ and whose financial autonomy was assured without this pension. In 1983, the Commission processed some 5 878 files as part of this program; 2 842 beneficiaries chose to accept its offer and replace their pension by a capital payment. The Commission paid out more than 37,5 million \$ in this project, or an average of 13 195 \$ per person.

During this period, the compensation program evaluation team completed a study on beneficiaries of the special capital payment program. The study sought to determine the effects of the capital payment on the injured worker's situation, any factors that might have influenced his decision, and his degree of satisfaction with the program itself and the services of Commission counsellors administering the program. The results of the study revealed a high level of satisfaction among those who participated in the program: 77% indicated that they would accept the Commission's offer again, if they had to do it over, while only 9% said they would decline.

Taking into account new pensions granted during the year and capital payments for existing pensions, the number of beneficiaries receiving pensions from the Commission under the Workmen's Compensation Act or the Act respecting indemnities for victims of asbestosis or silicosis stood at 41 659 on December 31, 1983, i.e. 1% higher than the previous year. Victims of occupational accidents or diseases represented 85,4% of these beneficiaries, while dependents of deceased workers represented 14,6%.

Benefits for Victims of Asbestosis or Silicosis in Mines and Quarries

Victims of asbestosis or silicosis working in mines and quarries are offered a special plan based on income replacement and a lump-sum payment calculated according to their rate of physical disability. In 1983, 24 workers were granted a lump-sum amount and an additional income replacement indemnity. It should also be noted that during the same period, proceedings were instituted in the courts against the Commission by certain mining firms that accused it of granting workers benefits which, in their opinion, it should have refused.

Applications for Review

Any worker or employer who believes he has been wronged by a decision of the Commission with regard to compensation may request a review. At the end of 1982, in an effort to make its procedures more flexible and human, and increase efficiency and speed, the Commission integrated its compensation review boards in the regional offices and set up a new re-evaluation and administrative reconsideration process. This means that a case can now be re-examined in its entirety by an employee other than the one who rendered the original decision,

and if that employee reaches the conclusion that the decision has to be changed, he is empowered to decide accordingly.

This new procedure, which applies to cases in which one party challenges a decision regarding entitlement to or the amount of an indemnity, eliminates the delays caused by the review inquiry and hearing process, and emphasizes communication. It is flexible enough to allow swift intervention in the event of a challenge, in order to correct any initial decisions that appear incorrect in light of new evidence (statements, medical reports, etc.) or a technical error. It should be emphasized that this new process in no way restricts either party's right to appeal as defined by the Act.

In 1983, the Commission's regional services processed 10 605 applications under the re-evaluation and administrative reconsideration procedure, of which 7 916 had been received during the year. In total, 2 118 of these applications were settled to the satisfaction of both parties under the new administrative process, while 7 649 were referred to review boards.

The review boards processed 10 291 applications in the course of the year. As at December 31, 5 264 of the cases had been settled. The regional review boards upheld the initial decision in 54% of the cases and changed it in 27%, the remaining cases having been withdrawn.

The Commission estimates that, with integrated case management, the new review procedures enabled review boards to substantially reduce the time required to process applications in 1983.

19

Pensions in Force on December 31, 1983, by Category of Beneficiary¹

Category of Beneficiary	Number	%
Workmen's Compensation Act:		
Work accidents	30 940	74,3
Occupational diseases	4 339	10,4
Act respecting indemnities for victims of asbestosis and silicosis	313 ²	0,7
Surviving consorts	3 907	9,4
Minor or student children	2 079	5,0
Invalid dependents	81	0,2
Total	41 659	100,0

Source: CSST, Compensation files (83-12-31)

1. Under the Workmen's Compensation Act and the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries. It should be noted

that these data concern only beneficiaries whose employers are required to contribute to the Accident Fund. If we were also to consider the employers who are personally required to pay benefits, 4 035 pensions would have to be added to the total.

2. This figure was revised to exclude certain cases of asbestosis that are covered by the Workmen's Compensation Act rather than the Act respecting indemnities for victims of asbestosis and silicosis.

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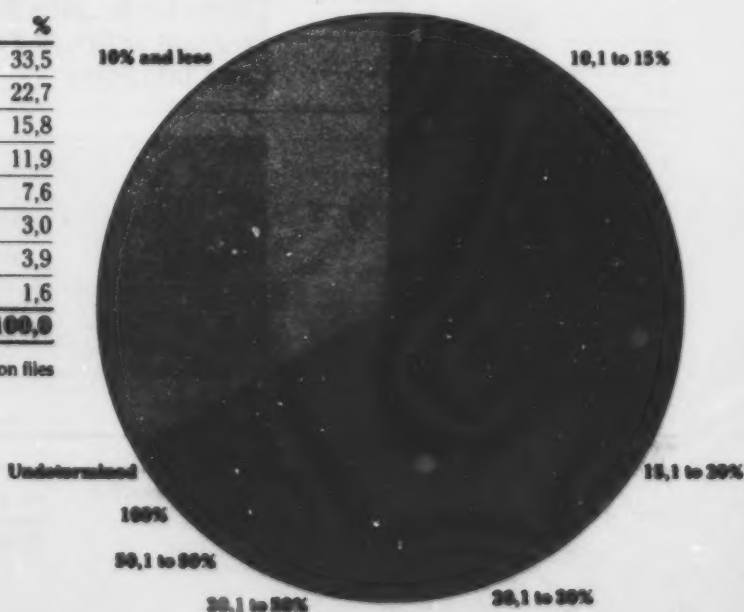
Pensions in Force in 1983, by Beneficiary's Permanent Disability Rate¹

Rate of Permanent Disability	Number	%
10% and less	11 921	33,5
10,1 to 15%	8 078	22,7
15,1 to 20%	5 616	15,8
20,1 to 30%	4 233	11,9
30,1 to 50%	2 712	7,6
50,1 to 99%	1 076	3,0
100%	1 405	3,9
Undertermined ²	551	1,6
Total	35 502	100,0

1. Under the Workmen's Compensation Act and the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries; does not include dependent persons.

Source: CSST, Compensation files (83-12-31)

2. Workers receiving a temporary pension until their disability rate is definitely determined.



Benefits Following Protective Re-Assignment of Pregnant or Breast-Feeding Workers

Since 1981, the Commission's compensation mandate has been expanded to cover benefits for pregnant or breast-feeding workers who exercise their right to protective re-assignment. The Act respecting occupational health and safety accords this right to any female worker whose working conditions may be dangerous to herself by reason of her pregnancy or to her unborn or breast-fed child, but who cannot be assigned to other duties.

During 1983, the Commission received 4 066 benefit claims arising from the exercise of this right, i.e. 4% more than the previous year.¹ Almost 85% of these claims gave rise to benefit payments; the rest either were still under study at the end of the year or

had been rejected. The main factors underlying rejections are the fact that the working conditions did not pose a real danger, that re-assignment was taken for personal medical reasons unrelated to work, that the worker was not eligible for benefits, or that she refused a re-assignment deemed valid by the Commission.

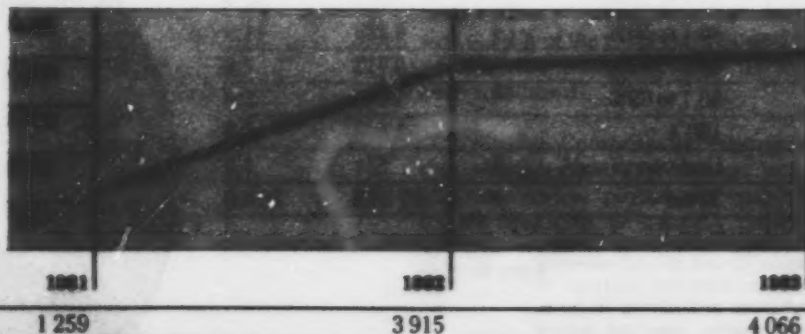
The Commission's evaluation of these benefit claims hinges on an individual analysis of each case submitted. It bases its decision on information contained in the medical certificate, on expert opinions provided by the community health department in its job evaluation report and on any information obtained by contacting the worker, her physician or her employer.

The statistics available on the exercising of this right since 1981 show that hazards of an ergonomic nature lead all the other dangers cited. In more than 60% of cases there is reference to working posture, handling of heavy objects or loads, physical exertion and working hours. The sectoral breakdown also indicates that most applications received came from the tertiary sector. In 1983, more than 60% of applications came from the "medical and social services" sector, the "business" sector and the "other business and personal services" sector.

Indemnities paid to workers exercising their right to protective re-assignment totalled 11 million \$ in 1983. It should be noted that the Commission makes these benefit payments from a special fund into which all employers contribute.

1. The summary tables on pages 76 through 79 indicate the number of claims received in 1983, by economic sector and region.

21 Claims for Benefits Related to Protective Re-Assignment of Pregnant or Breast-Feeding Workers, Received Since This Right Came Into Force



Source: CSST, Compensation files
(84-02)

Benefits for Victims of Crimes or Acts of Good Citizenship

During 1983, the Commission continued to administer the compensation plans provided in the Crime Victims Compensation Act and the Act to promote good citizenship. The benefits payable to the beneficiaries of these Acts and the services for which they are eligible are the same, with a few exceptions, as those provided in the Workmen's Compensation Act.

In 1983, the Commission received 1 397 compensation claims from crime victims, of which 1 287 were for injuries, 108 followed the death of the victim and 2 were for material damage. At the end of the year, the Commission had ruled on 1 290 of these files; 943 claims were allowed and 347 were rejected. During the same period, 20 people made claims for injuries under the Act to promote good citizenship; 13 cases were accepted; 7 were rejected.

In 1983 the Commission's regional services provided benefits, medical evaluations and rehabilitation to victims of crimes or acts of good citizenship, although the admissibility of their applications was determined by headquarters in Québec City and the administrative centre in Montréal.

During this period, the Commission paid out 10 million \$ in benefits under these two Acts. It should be emphasized that these amounts were paid out of the province's consolidated fund, from credits voted to the *ministère de la Justice*.

22

Claims for Benefits Following Injuries Resulting from Criminal Acts or Acts of Good Citizenship, by Region (1983)

CSST Regional Office	Crime Victims	Good Citizenship Actions	Total	%
Abitibi — Témiscamingue	35	—	35	2,5
Bas-Saint-Laurent — Gaspésie	43	1	44	3,1
Côte-Nord	33	2	35	2,5
Estrie	47	1	48	3,4
Ile-de-Montréal	603	5	608	42,9
Laval — Laurentides	174	1	175	12,3
Longueuil	142	1	143	10,1
Mauricie — Bois-Francs	58	1	59	4,2
Outaouais	22	—	22	1,5
Québec	175	7	182	12,8
Saguenay — Lac-Saint-Jean	64	1	65	4,6
Outside Québec	1	—	1	0,1
Total	1 397	20	1 417	100,0

Source: CSST, Direction de l'indemnisation des victimes d'actes criminels et d'actes de civisme

23

Benefits Paid Following Injuries Resulting from Criminal Acts or Acts of Good Citizenship (1983)

Category	Crime Victims Compensation Act		Act to promote good citizenship	
	\$	%	\$	%
Medical assistance	1 972 839	19,9	3 321	2,9
Temporary disability	2 304 984	23,2	33 027	28,9
Special allowances	17 500	0,2	—	
Funeral expenses	34 684	0,4	—	
Permanent disability and pensions to dependent persons	5 586 464	56,3	77 931	68,2
Total	9 916 471	100,0	114 279	100,0

Source: CSST, Direction de l'indemnisation des victimes d'actes criminels et d'actes de civisme.

24

Estimated Cost of Claims For Benefits Received During the Year, by Category (1982-1983)¹

Category	1982 (0000)	1983 (0000)
Medical assistance and rehabilitation costs	91 232	96 445
Temporary disability benefits ²	268 317	262 583
Permanent disability benefits ²	182 299	195 298
Benefits following a death	22 901	23 017
Benefits under the Act respecting indemnities for victims of asbestosis and silicosis	5 533	4 668
Total cost of occupational injuries	570 282	582 011
Costs of protective re-assignment of pregnant or breast-feeding workers	13 826	14 237
Total	584 108	596 248

1. Under the Workmen's Compensation Act, the Act respecting indemnities for victims of asbestosis or silicosis in mines and quarries, and the Act respecting occupational health and safety.

2. Not including expenses of the program evaluating the inability to resume work.

Estimated Cost of Injuries Sustained in 1983

The Commission estimates the cost of occupational injuries sustained in 1983 at 582 million \$. Since a large part of the disbursements arising from occupational injuries sustained in the course of a year are made after the end of the fiscal year, sometimes even several years later, the Commission has to rely on specific evaluation techniques in order to calculate them. This evaluation, like the one used for employer assessments, is an actuarial valuation. It takes a number of factors into account, such as price and wage increases and changes to the compensation system.

It should be noted that these costs do not apply to all injuries reported to the Commission; they apply only to injury victims working for

employers who are required to contribute to the accident fund. The federal government and about thirty other employers, including Canadian National, Canadian Pacific and Air Canada, assumed themselves the payment of the 11 400 benefit claims made by workers in their employ in 1983.

In estimating the cost of occupational injuries that occurred in 1983 for preparation of its financial statements, the Commission took into account all its compensation programs, except the program evaluating inability to resume work. Thus, the cost includes:

- ☐ Payment of medical and rehabilitation costs related to work accidents or occupational diseases and the consequences of such accidents or diseases;
- ☐ Payment of benefits to compensate for a loss of wages until recovery or stabilization of the injury;
- ☐ Payment of a life pension or a lump sum to beneficiaries who, on returning to work or at the end of a rehabilitation program, are left with a permanent disability;
- ☐ Payment of pensions to dependents of workers who died as a result of an occupational injury and the payment of certain costs and special allowances at the time of death.

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Breakdown of the Estimated Cost of Occupational Injuries that Occurred in 1983

Category	%
Medical assistance and rehabilitation costs	16,6
Temporary disability	45,1
Permanent disability	33,6
Death	3,9
Asbestosis or silicosis	0,8

Medical assistance and
rehabilitation costs

Asbestosis or silicosis

Death

Temporary
disability

Permanent
disability

According to the Commission's calculations, 45,1% of the costs related to work accidents in 1983 will be for benefits for temporary work stoppages, 33,6% for permanent disability benefits, 16,6% for medical assistance and rehabilitation expenses, 3,9% for allowances and pensions to dependents, and 0,8% in benefits under the Act respecting indemnities for victims of asbestosis and silicosis.

In total, the cost of occupational injuries increased by only 2% over the previous year despite an estimated 6,5% average increase in the benefit wage base and a 1% increase in benefit claims.

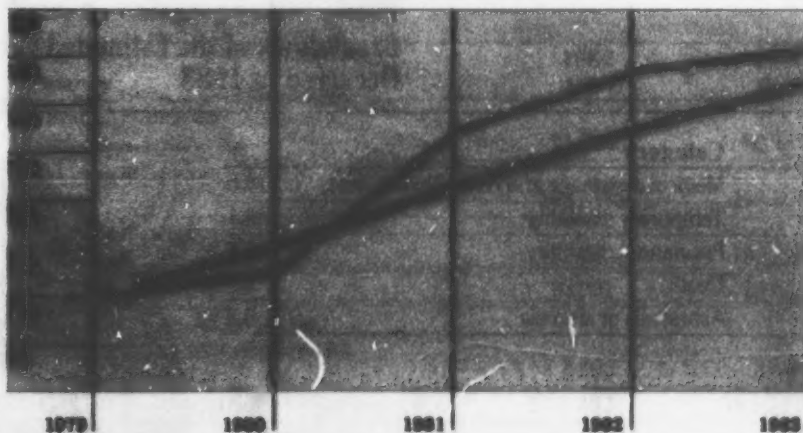
The Commission attributes the small increase in the cost of injuries in 1983 mainly to a decrease in the average duration of work stoppages resulting from injuries. This is linked, on the one hand, to the fact that injuries were less serious on the average, due to the sluggishness of the recovery in high-risk sectors, and, on the other hand, to better coordination and communication between case workers, especially physicians and hospital centre personnel.

Similarly, the implementation of new administrative processes and management procedures has enabled the Commission to monitor its disbursements more closely. Some have also been subject to improved control through the application of a policy covering physiotherapy and occupational therapy which has made it possible to reduce waiting periods and treatment time considerably.

26.

Change in Costs of Occupational Injuries and Wages from 1979 to 1983

1979 = 100



	1979	1980	1981	1982	1983
Costs of Occupational Injuries (million \$)	385,9	406,4	523,6	570,3	582,0
Average Weekly Wages (\$)	284,18	315,36	351,57	386,11	411,79

Sources: CSST Annual Reports;
Stat-Can. Cat.: 72-008

Financing

With the exception of costs relating to inspection, which are assumed directly by the government, the financial resources the Commission needs to carry out its various mandates derive exclusively from employer assessments. Financing operations therefore account for a large share of the Commission's activities each year.

In 1982, the Commission's financial position enabled it to reduce the average assessment rate of employers for 1983 by 5%. It went even further in the year just ended by adopting a new financing procedure allowing employers to enjoy an additional reduction in assessment rates as of 1984. Despite lower-than-predicted income over the last two years, reserves previously accumulated by the Commission, in particular a fund of close to 1,9 billion \$ invested with the *Caisse de dépôt et placement*, have been sufficient to enable it to meet its obligations.

Assessments

Calculation of the Average Assessment Rate

The average rate of the assessments the Commission collects from employers is calculated every year on the basis of its financial needs and the total payroll that will have to support them. In compliance with the financing procedure still in force for 1983, the Commission had to ensure that the average assessment rate set for this year would enable it to defray:

- ☐ The cost of occupational injuries that would occur during the year, i.e. both immediate disbursements and future benefits in subsequent years,

- ☐ Annual amortization of costs carried over to subsequent financial periods for accidents reported during previous years and provision for the special disaster fund,
- ☐ Prevention programs provided for in the Act respecting occupational health and safety,
- ☐ Administration costs, mainly processing and operating expenses,
- ☐ General expenses, including the contribution for past services to the civil servants pension plan and provision for bad debts.

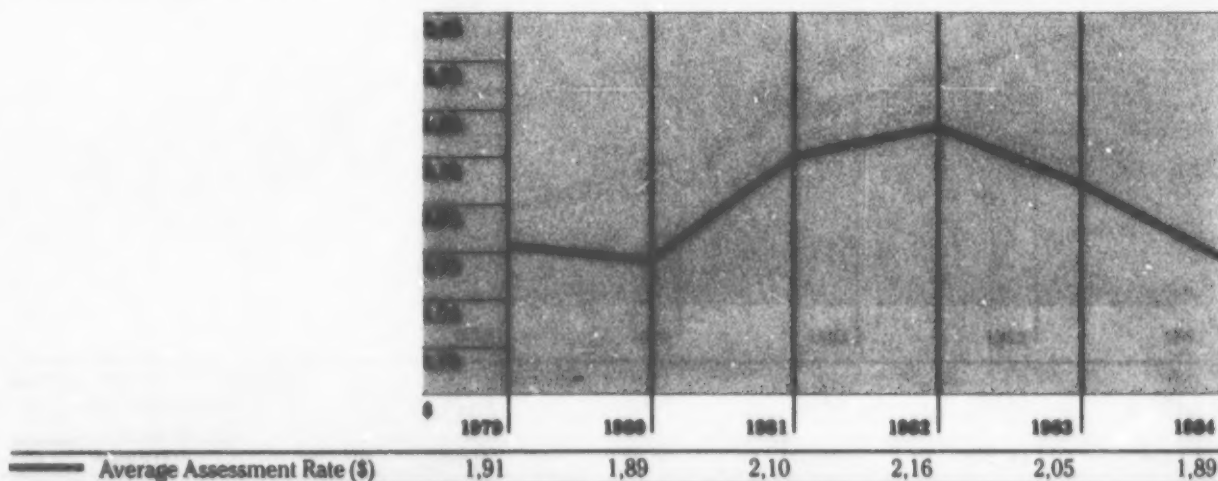
When the 1983 assessments were established in June 1982, the Commission estimated its annual financial needs at 822.4 million \$. Based on the actual wages declared by employers in 1981, and allowing for the increase of

the maximum insurable wage from 26 000 \$ to 29 000 \$ for 1983, the total payroll that would have to support these needs was then estimated at 40 billion \$. By dividing its financial needs by the estimated total payroll, the Commission established the nominal average rate of assessment for 1983 at 2,05 \$ per 100 \$ of insurable income.

It should be noted that under the new financing procedure adopted in 1983, the Commission will no longer consider amortization of the deficit from previous years when determining the average assessment rate, and it will capitalize only part of the cost of the injuries that occurred during the year. This is the basis on which the average rate of 1,89 \$ was set for 1984.

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Changes in the Average Assessment Rate from 1979 to 1984¹



Source: CSST annual reports

1. Nominal assessment rate for each year, as determined the previous year based on various estimates. This rate does not necessarily correspond to the rate of the assessments actually collected, as calculated after the fiscal year.

Employer Classification and Rates

The Commission classifies employers for assessment purposes according to their economic activities. It groups into "units" those whose principal activity is more or less the same and who have certain factors in common as, for example, raw materials used, operations, finished products and so on. It then groups into "classes" units whose accident-related expenses in recent years have been similar.

At December 31, 1983, 147 096 employers were registered with the Commission. These employers were classified in 688 units whose assessment rates for the year varied between 0,06 \$ and 15,62 \$ per 100 \$ of insurable wages. Of the 40 classes of

units, only three classes, representing four units (170 employers), were assigned a rate higher than this scale.

To illustrate, the summary table on page 76 gives a breakdown of employers registered with the Commission by sector of economic activity, giving their total payroll and the average mathematical rate of assessments paid in 1983. These data are very significant, since they enable us to rank the various sectors in terms of contribution to the plan and, as a result, of occupational injury experience.

Results of 1983 Employer Assessments

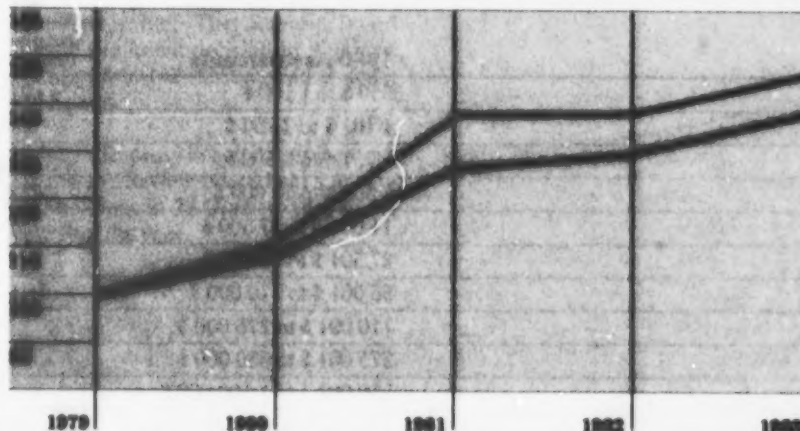
In 1983, the Commission collected a total of 709,6 million \$ in assessments, a sum below that estimated at the time the rates were established for the fiscal year.

In the main, the Commission attributes the discrepancy of 112,8 million \$ between the estimated assessments and those it actually collected to an overevaluation of the total insurable payroll. The total 1983 payroll had been evaluated in the spring of 1982 at 40 billion \$, based on the actual wages declared in 1981. The result of operations, however, showed that wages paid by employers during this period amounted to only 37,1 billion \$, a shortfall caused by a marked economic

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Changes in Assessments Collected and Total Insurable Payroll from 1979 to 1983¹

1979 = 100



Source: CSST, Master assessment file (84); Financial statements

1. For 1983, the figure represents the total payroll as estimated in March 1984, since the actual wages are not yet known.

slowdown of which there was no inkling at the time the Commission conducted its evaluation.

The fact that the sectors of economic activity where the recovery is slowest are precisely those with the highest assessment rates furthermore explains why the wage overestimate of approximately 7.2% resulted in a much greater discrepancy at the assessment level.

Consequently, the effective rate of assessments collected in 1983 was 1.88 \$ per 100 \$ of insurable wages, i.e. 8% less than the nominal rate of 2.05 \$ established when rates were set.

Merit and Demerit Plan

One third of the employers who contributed to the accident fund in 1980 were reassessed upward or downward in 1983, depending on the state of their file for this period. This was the second year the Commission applied its new merit and demerit plan, a system intended to encourage accident prevention through a more equitable sharing of costs.

Based on an analysis of the files of each employer, this system recognizes that employers who have the same assessment rate because of the comparable nature of their activities, may have widely differing experience of occupational injuries. Under the merit and demerit plan, the Commission gives consideration to the merit

of each employer by adjusting the assessment paid for a given year after comparing it with the disbursements for accidents occurring in that same year.

Merit or demerit is calculated three years after the year to which it applies, thus allowing a sufficient period of time in which to obtain all the relevant data. It should be noted that special-class employers and those whose assessment was less than 550 \$ in 1980 or whose files were closed at December 31, 1982, were not eligible for the plan in 1983.

29

Merit or Demerit Calculated in 1983¹

1980 Assessments	Merit		Demerit	
	Number of Employers	Average Merit	Number of Employers	Average Demerit
550 \$ to 1 100 \$	10 355	62 \$	2 910	229 \$
1 101 \$ to 2 750 \$	9 302	170 \$	3 722	484 \$
2 751 \$ to 5 500 \$	4 060	482 \$	2 076	1 065 \$
5 501 \$ to 11 000 \$	2 438	1 338 \$	1 390	2 247 \$
11 001 \$ to 27 500 \$	1 692	3 419 \$	1 126	5 296 \$
27 501 \$ to 55 000 \$	549	7 880 \$	541	11 422 \$
55 001 \$ to 110 000 \$	278	18 550 \$	275	22 042 \$
110 001 \$ to 275 000 \$	162	40 405 \$	157	45 635 \$
275 001 \$ to 550 000 \$	51	82 582 \$	41	101 395 \$
550 001 \$ to 1 100 000 \$	16	150 732 \$	20	148 502 \$
1 100 001 \$ to 2 750 000 \$	7	265 369 \$	12	389 465 \$
2 750 001 \$ to 5 500 000 \$	2	1 095 890 \$	1	33 590 \$
5 500 001 \$ and up	3	967 931 \$	0	0

Source: CSST, Direction des services financiers

1. These amounts are apportioned over a three-year period to avoid causing too great a fluctuation in employer assessments.

According to the data available at the end of the year, more than 41 000 of the 126 000 regular-class employers who paid assessments in 1980 were eligible for the merit and demerit plan in 1983. As a result of the Commission's calculations, 28 915 of these employers were granted merits amounting to 42,8 million \$, while 12 271 had to pay a total of 45 million \$ in demerits for the same period. These sums will be spread over a three-year period to spare employers excessive fluctuations in their assessments.

As can be seen in Table 29, the average additional assessment payable as a demerit has, on the whole, been higher than the merit rebate. This gap is particularly marked among employers whose assessments were less than 5 000 \$, due mainly to the fact that the costs related to the limit placed on the demerit are felt more by them. At year end, an employers' committee set up by the Commission's Board of Directors analyzed the results of the plan and examined the possibility of maintaining the present eligibility criteria, particularly the minimal assessment level.

The results of the new plan also show that, as expected, the Commission succeeded in balancing the merit and demerit totals, with an insurable payroll discrepancy of barely 0,2%. The plan is therefore completely self-financing and entails no additional cost for the employers.

Applications for Review

Any employer who wishes to contest a decision regarding classification or assessment may do so by appealing to the Commission's Financial Services. If, following his appeal, the employer is not satisfied with the decision rendered, he may as a last resort apply to the Review Board in matters of industry classification and employer assessments.

Over the past fiscal year, 496 such requests were submitted to the Review Board: 376 were deemed admissible, but 39 were subsequently withdrawn. During the year, decisions were rendered in 259 cases: 124 were concerned with classification, 82 with assessments, and the remainder with the charging of accident costs to an employer's file. The Review Board upheld the initial decision in 99 cases, changed it in 142 cases and amended it in 15 cases.

To provide better service to its clients, the Review Board held a total of 239 hearings in 23 Québec cities in the course of the year.

Administrative Reform of the Financing System

The overall administrative reform of the financing system begun in 1980 completed an important stage in 1983 with the implementation of a group of sub-systems that made it possible to significantly improve services to employers. Now that they are operational, these systems provide employers with easier access to services, and their cases are processed and settled much more quickly. For example, an employer who contacts Financial Services by phone can obtain an immediate answer in most cases.

The next stages in the administrative reform will involve the procedure for registering and classifying employers. It should also be noted that the infrastructure now in place will make it possible to process a high percentage of employer files in their own region by the end of 1984, which will make it easier for employers to contact the Commission.

Management of Funds

At December 31, 1983, the Commission's total assets stood at over \$2 billion, 90% of which was deposited with the *Caisse de dépôt et placement du Québec*. The Workmen's Compensation Act stipulates that the Commission makes its own short-term investments, but it must deposit moneys it does not foresee needing in the short run for the payment of benefits or its administration costs with the *Caisse de dépôt et placement*.

For its short-term investments, the Commission deals with Canadian chartered banks and brokers operating on the money market. Investments, normally in blocks of ten, fifteen and

twenty million dollars, are placed with the institution that offers the best return. In the last few years the average term on investments was ninety days. However, it has been reduced since 1982 because of unstable interest rates. Given the much lower rate structure than in the previous year, short-term investments yielded only 16,5 million \$ for the Commission in 1983, as opposed to 30,9 million \$ in 1982.

Nevertheless, by making short-term investments the Commission obtains a much higher return than if it left its funds in a bank account, even at a high interest rate. In this connection it should be noted that in 1983, further to a call for tenders, the Commission entrusted administration of its principal bank account to a new banking institution for the next three years.

Deposits of 208,4 million \$ in the course of the year brought funds held by the *Caisse de dépôt et placement* to a total of 1,865 billion \$. The moneys transferred to the *Caisse* are administered in a special fund in which the Commission is the sole depositor.

These investments generated revenue of 169,9 million \$ in 1983. Three years ago, the Commission asked the *Caisse* to develop a program to

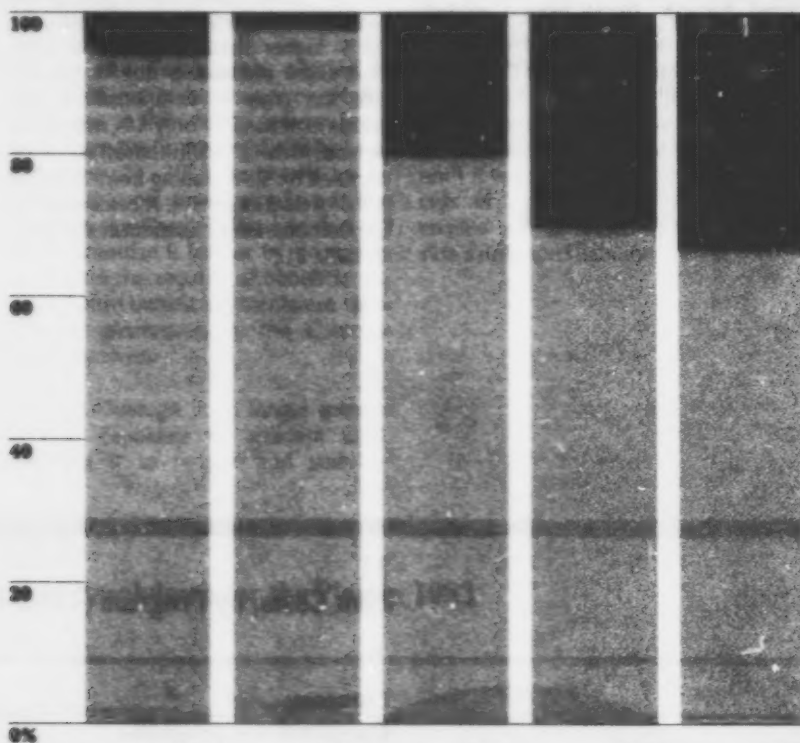
diversify its portfolio in order to avoid the obvious risks involved in concentrating funds in a single type of investment. Since 1981, large amounts of money have been diverted into the acquisition of stock and into mortgage finance.

With two years' hindsight we can now see that the 1981 decision to diversify the portfolio was quite timely. The yield obtained on funds invested in stock has been much higher than on bonds, if the sharp rise in the market value of securities acquired as part of the diversification is taken into account.

It should be emphasized that the Commission's investment revenue is automatically deposited in the accident fund to provide for future costs arising from occupational injuries, such as indexing of pensions. Thus, interest capitalized to reserves is not taken into account when assessments are calculated.

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Evolution of Funds Held by the Caisse de Dépôt et Placement for the Commission from 1979 to 1983¹



	1979	1980	1981	1982	1983
Funds (million \$)	954,6	1 159,4	1 405,6	1 649,9	1 965,2
Investment Category (%)					
Bonds	94,9	96,9	79,8	70,4	67,4
Mortgages	0,6	0,5	10,1	16,2	24,3
Shares	0,3	0,3	2,3	3,8	5,4
Short-term and other	4,2	0,3	7,8	9,6	2,9

Source: Caisse de dépôt et placement

1. According to investment cost.

Commission's Financial Position at the 1983 Fiscal Year End

The Commission's total income for the fiscal period ended December 31, 1983 stood at 921 million \$. Employer assessments accounted for 77% of this amount,

while investment income, interest on assessments and other income made up 23% of the total. Its income thus rose only 3,7% over the 1982 level, primarily as a result of its assessment income.

Total expenditures during this period totalled 968,2 million \$, i.e. 2,4% higher than the previous year. This slight increase is due to the fact that the costs of compensation programs increased by only 1% during the period, while administration costs declined by 6,8%, falling from 10,0% to 9,1% of total expenses. A breakdown of the Commission's expenditures is given in Table 31.

The 1983 fiscal year consequently ended with a 47 million \$ excess of expenses over income. Since the Commission's financial statements at the beginning of the fiscal period showed a deficit of 39,5 million \$, the deficit as at December 31 stands at 86,5 million \$.

31
Plan Costs, by Program (1982-1983)

Category	1982 (000 \$)	1983 (000 \$)
Compensation programs		
☐ Cost of occupational injuries in the year	570 282	582 011
☐ Capitalized interest in accident fund reserves ¹	215 416	213 585
☐ Protective re-assignment of pregnant or breast-feeding workers	13 826	14 237
☐ Special disaster fund and amortization of accident cost carried forward	5 868	3 434
Prevention programs ²	30 002	38 158
Administration expenses	94 888	88 402
Other ³	15 423	28 327
Total⁴	945 705	968 154

Source: CSST, Direction des services financiers

1. Investment income paid into the accident fund to cover future costs of occupational injuries, including pension indexing.

2. Includes occupational health services, training and information, research and programming.

3. Bad debts and contributions to the civil service pension fund for past services.

4. Not including inspection costs, which are assumed by the government. In 1983, these costs totalled 17,4 million \$.

In accordance with the procedures stipulated when the Board of Directors adopted the Commission's new method of financing in 1983, this amount was entered in the financial statements as an unfunded liability, along with other amounts that will not be considered when assessment rates are set in subsequent years.

This debt, in addition to the 1983 deficit, comprises costs relating to accidents from preceding years carried over to subsequent fiscal periods, as well as the difference between the mathematical reserves entered in the books and the theoretical reserve established by the actuaries.

The Commission decided in June 1983 not to burden or encumber employers in the coming years in order to recover the unfunded liability as at December 31, 1983 in regard to accidents that occurred beforehand. The fact that the Commission has decided not to amortize it further by no means endangers the security of beneficiaries, since future benefit payments are satisfactorily guaranteed by the Commission's reserves.

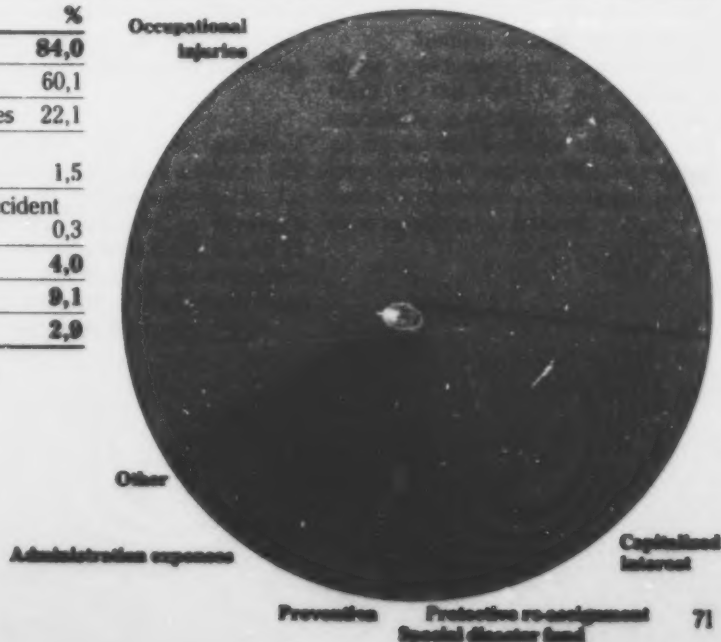
Although it no longer intends to fully capitalize its accident fund, enabling it to reduce and stabilize

assessment rates, the Commission nevertheless intends to capitalize each year the cost of occupational injuries that occurred during this period so that each generation of employers defrays its own costs. Because it is aware that the present generation is bearing the cost of the prevention infrastructure without yet being able to benefit from its effects, the Commission will capitalize only 90% of the costs of accidents for the next five years. This proportion will then increase by 2% a year until it reaches 100% in 1994. The excess of expenses over income thus created will be added to the Commission's unfunded liability.

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Cost Breakdown for the Plan in 1983

Cost Category	%
Compensation	84,0
Occupational injuries	60,1
Capitalized interest in accident fund reserves	22,1
Protective re-assignment of pregnant or breast-feeding workers	1,5
Special disaster fund and amortization of accident cost carried forward	0,3
Prevention	4,0
Administration expenses	9,1
Other	2,9



Institut de recherche en santé et en sécurité du travail du Québec

1983 marks a decisive stage in the existence of the *Institut de recherche en santé et sécurité du travail* (Institute of research in occupational health and safety) which, barely two years after its creation, has its infrastructure in place, has defined its science policy and has worked out a three-year program determining its research orientations.

During the last fiscal period, the *Institut*, a non-profit organization subsidized to a great extent by the Commission, received a contribution of 7.9 million \$ from the latter, 944 200 \$ of which came from the government.

The *Institut's* principal accomplishments are described in its annual report. However, given the close connection between the *Institut* and the Commission, it is appropriate to mention some of the *Institut's* activities during the year just ended.

Bursaries and Subsidies

From the start, the *Institut* chose to give priority to working out programs that would strengthen and develop existing resources, mainly in universities, and accelerate the training of researchers. With this aim, in 1983 the *Institut* continued to implement the three bursary and subsidy programs it defined in 1981.

The funding program for associate research teams is directed at university research groups to which the *Institut* gives precise mandates in accordance with their particular skills.

In 1983, eight research groups received subsidies from the *Institut*. Of the eight, five groups already had associate team status and continued on with the following studies:

- ☐ Industrial toxicology; early detection of exposure to toxic substances and of health impairment in the workplace by means of biological monitoring (*Université de Montréal*),
- ☐ Epidemiology of occupational injuries; rapid study of occupational hazards (*McGill University*),
- ☐ Epidemiology of occupational cancers (*Université du Québec - Institut Armand-Frappier*),
- ☐ Biomedical engineering; biomechanical study of back problems in the workplace (*École Polytechnique*),
- ☐ Pathophysiology and early detection of pneumoconiosis (*Université de Sherbrooke*).

Two other teams, one doing research on "the impact of psychosocial factors on occupational health and safety" at *Université de Montréal*, and one studying "the work environment and job characteristics as an occupational health and safety risk factor" at *Université Laval*, received development subsidies, while the *Université du Québec à Trois-Rivières* was given a start-up subsidy.

The subsidized research program involves studies and research in the prevention and compensation of work accidents and occupational diseases; its aim is to promote the development of new tools for analyzing and evaluating the health of workers and safety in their work environment.

In 1983, the *Institut* conducted 22 research projects, of which 17 were still in progress at year end. During the same period, the science council of the *Institut* studied 30 of the 37 applications for subsidies received and accepted 10 projects.

The bursary program for the training of researchers is intended to meet the needs in this field. Four types of bursaries are available under this program: summer trainee bursaries, research trainee bursaries, post-doctoral research bursaries, retraining bursaries.

In the 1983-1984 academic year, the *Institut* awarded a total of 129 bursaries: 50 to undergraduates for summer training, 36 to Master's students, 28 to doctoral students and 13 to post-doctoral students for a research period. In addition, 2 researchers were awarded retraining bursaries.

Internal Research

Since its creation, the *Institut* has pursued its own particular research activities. Work carried out at the *Institut* is oriented toward applied research and involves fields other than those studied in universities.

In 1983, the *Institut* continued its first internal research program on "Women in the Workplace", its main project being an epidemiological study of "Work and Pregnancy". It should be noted that preliminary analysis of data gathered in 1983 was published in a report entitled *Travail et grossesse à Montréal - données préliminaires*.

During the same period, the *Institut* also set up a second research program on "Safety and Engineering". By the end of 1983, the team responsible for this program had initiated research activities in the following fields:

- ☐ safety in the construction industry;
- ☐ safety and production methods;
- ☐ individual protective equipment;
- ☐ trans-sector hazards.

Mention should also be made of the coordination role played by this team in the field of research and development. Activities in 1983 revolved around developing a safety harness for working at heights and a device that warns when heavy equipment is too close to high tension wires.

Research Support Team

Anxious to meet the real needs of the labour force, the *Institut* decided to follow a research plan that had been established as methodically as possible. To this end, it formed a team whose mandate is to collect the material needed to identify research priorities.

The activities of the research support team revolve around three axes: data processing, information processing and applied research.

Among the activities it conducted in 1983 are a systematic analysis of administrative data sources, a feasibility study on automatic encoding of data provided on work accident reports in Québec, and four projects covering two sectors of economic activity designated as high priority:

- ☐ safety in forestry operations;
- ☐ analysis of accidents in the forest and sawmills;
- ☐ analysis of accident report contents;
- ☐ safety in the building industry and public works.

Laboratory Services

Since it was created, the *Institut* has attached great importance to the organization and operation of its laboratory services. The role of these laboratories is to provide analysis, support and reference services to interveners from the *Commission de la santé et de la sécurité du travail*, hospital centres with community health departments and sector-based associations.

The laboratory services are divided into three sectors: industrial sanitation and toxicology, analytical support, and safety and engineering, plus the group responsible for relations with interveners, which receives incoming requests from the interested parties for reference, analysis or support.

The industrial sanitation and toxicology sector provides an integrated analysis service for some 175 different contaminants in both the environmental and biological milieus. In 1983, this sector conducted 36 840 analyses. Of these, 42% of the requests came from the Commission's inspection services, 52% from community health departments and 6% from sector-based associations.

As for the analytical support sector whose general function is to provide case workers with the analytical support necessary to ensure their independence of action and improve the quality of their work, its efforts in 1983 focused on designing methods of intervention in the hospital context and developing sampling tools for use in the workplace.

The general mandate of the safety and engineering sector is oriented more specifically toward research and development. Its activities in 1983 fell into the following categories: hazardous tools and machinery, individual and group protective equipment and methods of correction at the source.

Finally, the laboratory services gave particular attention to research and development activities in 1983. About twenty projects were under way at year end, especially in the fields of industrial safety and sanitation.

Special Projects

In order to provide answers to questions arising from the workworld for which research cannot be undertaken immediately, but not duplicate research being done elsewhere, the *Institut* has given its special projects program team the responsibility of compiling the mass of current knowledge on certain subjects.

Among the special projects carried out in 1983, a working group was set up to study video display terminals and another is examining pathological troubles of the spinal column in workers.

Appendices

Statistics by Sector of Economic Activity (1983)

Sector of Economic Activity	Establishments	Workers Covered	Compliance Inspections	Inspection Interventions		
				Investigations Following Accidents	Interventions Following Complaints	Application of the Right of Refusal

Claims for Benefits ²					Financing		
Accidents Without Time Off Work	Accidents With Time Off Work	Occupational Diseases	Deaths ³	Protective Re-assignments ⁴	Employer Files	Estimated Total Payroll ⁵ (million \$)	Average Assessment Rate ⁶
9 543	10 635	160	16	53	1 799	3 024	1.83
5 200	12 256	332	4	181	1 866	1 161	2.91
1 032	2 039	31	1	11	910	166	3.13
4 274	4 519	225	3	27	234	924	3.02
4 595	8 027	105	24	41	6 072	1 071	4.10
14 564	20 930	188	14	636	40 698	4 888	1.45
435	854	15	—	78	504	149	1.46
1 090	1 895	75	—	3	358	246	3.44
214	434	26	—	6	13	112	1.89
2 203	3 657	118	—	160	564	441	2.39
8 619	10 702	133	20	725	38 291	4	
2 676	3 092	98	3	10	1 055	1 504	1.27
1 053	1 552	16	—	43	1 648	543	0.98
285	263	24	—	1	55	112	1.28
1 353	2 372	63	—	35	448	694	1.15
1 107	1 767	25	12	30	16 952	202	3.57
1 457	2 695	63	—	342	2 509	958	0.52
4 044	3 555	56	1	91	1 237	4 048	0.41
1 239	1 167	21	2	151	7 242	2 487	0.29
17 574	14 225	437	3	1 159	6 856	3 557	0.31
52	85	1	—	—	530	10	7.62
634	1 066	20	—	38	934	156	1.69
28 328	4 541	145	10	65		1	
149 696	185 507	3 000	163	4 908	157 453	35 904	1.80

Designated by regulation July 3, 1982.

Designated by regulation May 4, 1983.

Sources: CSST, Common element — establishments file (84-02); Monthly inspection report — IEMI-APL (83-12-31); compensation files (84-02); Master assessment files (83-12-31).

1. Cases settled in 1983. For three sector categories: i.e., first, the twenty manufacturing sectors; second, Transportation and storage, and Communication, power distribution and other public services; and, third, Education and related services, Medical and social services, Other business and personal services; the data in this section result from a compilation and transposition in the statistics recorded in monthly inspection reports.

2. Includes only claims from workers whose employers are required to contribute to the Accident Fund, since the data related to employers who pay their own benefits were not available.

3. Number of files presented to the Commission during the year. These data do not take into account the date of the accident or of the start of the disease.

4. Benefit claims within the exercising of the right of protective re-assignment of pregnant or breast-feeding workers.

5. Amounts estimated at December 31, 1983. The average rate presented here is an estimation of the actual rate of assessments paid and may differ from the nominal rate set in July 1982.

6. Inspections in the sawmill sector are included in the Wood industry sector rather than under Forestry.

Statistics by Region (1983)

Regional Office	Establishments	Workers Covered	Compliance Inspections	Inspection Interventions ¹		
				Investigations Following Accidents	Interventions Following Complaints	Application of the Right of Refusal
Abitibi — Témiscamingue	4 470	39 417	264	37	69	9
Bas-Saint-Laurent — Gaspésie	10 991	69 904	488	36	105	1
Côte-Nord	3 128	34 251	211	46	88	5
Estrie	8 314	69 181	715	50	123	3
Île-de-Montréal	49 212	780 619	3 037	83	867	62
Laval — Laurentides	20 901	154 397	1 611	73	337	55
Longueuil	26 586	234 326	1 179	161	474	25
Mauricie — Bois-Francs	14 363	116 039	340	48	176	11
Nouveau-Québec ¹	122	1 872	231	29	47	3
Outaouais	5 858	48 550	376	29	108	1
Québec	29 125	376 851	990	102	574	16
Saguenay — Lac-Saint-Jean	8 611	76 000	249	233	210	17
Unclassified files	240	7 108	—	—	—	—
Total	181 921	2 008 515	9 691	927	3 178	206

Regional Offices of the Commission and Joint Sector-Based Associations

Abitibi — Témiscamingue

Rouyn
33, Rue Gamble Ouest
Rouyn (Québec)
J9X 2R3
(819) 762-4391
Téléc: 057-46549
Val-d'Or
900, 5e Avenue
Val-d'Or (Québec)
J9P 1B9
(819) 824-2724

Bas-Saint-Laurent — Gaspésie

Rimouski
180, rue des Gouverneurs
Rimouski (Québec)
Q5L 9G1
(418) 722-3717
Téléc: 051-86306
Grande
205, boul. York, 1er étage
C.P. 2488
Grande-Harbour (Québec)
Q0C 1S0
(418) 368-5510

New-Richmond
200, boul. Perron Ouest
New-Richmond (Québec)
G0C 2B0
(418) 392-5091

Côte-Nord

Sept-Îles
Au Grand Passage
690, boul. Laure, bureau 20
Sept-Îles (Québec)
G4R 4N8
(418) 962-7031
Téléc: 051-84191

Bellefleur - Huesterive
300, boul. Lesalle
Bellefleur (Québec)
G4Z 2K2
(418) 296-8626

Estrie

Sherbrooke
1335, rue King Ouest
Sherbrooke (Québec)
J1J 2B6
(819) 821-9000
Téléc: 058-36158

Île-de-Montréal

Montréal
2, complexe Desjardins
Tour de l'Est, 27e étage
C.P. 3, succursale Desjardins
Montréal (Québec)
H5B 1H1
(514) 873-3990
Téléc: 052-5342

Laval — Laurentides

Laval
1700, boul. Laval
Laval (Québec)
H7S 2G6
(514) 668-7400
Téléc: 052-4554
Lamontville
373, boul. Manseau
Joliette (Québec)
J6E 3C9
(514) 759-8080
Téléc: 052-68658

Longueuil

Longueuil
25, boul. Lafayette
Bureau 500
Longueuil (Québec)
J4K 5B7
(514) 679-8390
Téléc: 052-4507
Granby
391, rue Principale
Granby (Québec)
J2G 2W7
(514) 378-7971
Sorel
26, place de l'Entraide
Sorel (Québec)
J3P 7E3
(514) 743-2727
Valleyfield
157, rue Victoria
Valleyfield (Québec)
J6T 1A5
(514) 371-8911

Accidents Without Time Off Work	Accidents With Time Off Work	Occupational Diseases	Claims for Benefits	
			Deaths ²	Protective Re-assignment ³
4 817	4 264	198	10	124
4 532	5 092	119	13	151
2 975	2 605	73	11	78
5 781	6 188	323	3	247
40 015	42 614	658	29	883
19 684	26 008	334	22	374
24 761	32 941	682	25	760
8 695	9 299	538	9	200
4 932	4 002	112	3	131
23 356	23 097	583	36	679
7 977	6 276	300	9	439
5	—	—	—	—
147 530	162 386	3 920	170	4 066

Sources: CSST, Common element — establishments file (84-02); Monthly inspection report — IEMI-APL (83-12-31); compensation files (84-02); Master assessment files (83-12-31).

1. Cases settled in 1983.

2. Number of files presented to the Commission during the year. These data do not take into account the date of the accident or of the start of the disease.

3. Benefit claims within the exercising of the right of protective re-assignment of pregnant or breast-feeding workers.

4. Occupational injury files of Nouveau-Québec workers were opened in their region of residence.

Mauricie — Bois-Francs

Trois-Rivières
1055, boul. des Forges
2e étage, bureau 200
Trois-Rivières (Québec)
G8Z 4J9
(819) 373-1255
Télex: 058-37167

Nouveau-Québec

LG-4
La Grande
Baie-James (Québec)
J0Y 3E0
(0) 854-4175

Outaouais

Hull
15, boul. Gamelin
Hull (Québec)
J8Y 8N5
(819) 770-3134
Télex: 053-3518

Québec

Québec
1, parc Samuel-Holland
Bureau 340
Québec (Québec)
G1S 4R7
(418) 643-5860
Télex: 051-2332
Thetford-Mines
693, rue Saint-Alphonse Ouest
Bureau 79
Thetford-Mines (Québec)
G6G 3K3
(418) 338-4652

Saguenay — Lac-Saint-Jean

Chicoutimi
Petit Mail
326, boul. des Saguenéens, 2e étage
Chicoutimi (Québec)
G7H 6P8
(418) 545-9740
Télex: 051-36142
Saint-Félicien
913, boul. Sacré-Cœur
Case postale 1016
Saint-Félicien (Québec)
G0W 2N0
(418) 679-5483

Joint Sector-Based Associations

Association pour la santé et la
sécurité du travail du secteur
affaires sociales
801, rue Sherbrooke Est, 12e étage
Montréal (Québec)
H2L 1K7
(514) 524-6871
Conseil québécois de la santé
et de la sécurité du travail
pour l'industrie des textiles
primaires
1800, boul. Provencher,
bureau 215
Brossard (Québec)
J4W 3H2
(514) 465-0593
Association paritaire pour la
santé et la sécurité du travail
du secteur transport et
entreposage
1550, boul. Saint-Joseph Est
Montréal (Québec)
H2J 1M7
(514) 521-8511

Association sectorielle
paritaire pour la santé et la
sécurité du travail du secteur
des services automobiles
1425, rue de la Montagne,
bureau 340
Montréal (Québec)
H3G 1Z3
(514) 284-3677
1-800-366-7483 (sans frais)
Association paritaire pour la
santé et la sécurité du travail
du secteur de l'imprimerie et
activités connexes
405, rue de la Concorde,
bureau 300
Montréal (Québec)
H3A 1J3
(514) 284-3318
Association sectorielle
paritaire du secteur
administration provinciale
825, rue Saint-Jean-Baptiste
bureau 220
Québec (Québec)
G2E 5B7
(418) 871-2041

Occupational Health and Safety Regulations in Force on December 31, 1983

Regulations Adopted or Continued Under the Act respecting occupational health and safety

Some of the regulations applied under the Act respecting occupational health and safety have been adopted by the CSST's Board of Directors since 1980 while others, that had been adopted previously under other Acts, now come under the jurisdiction of the Commission by virtue of its constitutive Act. These are the continued regulations.

Adopted Regulations

Regulation respecting joint sector-based associations on occupational health and safety (R.R.Q. 1981, c. S-2.1, r.1. Amended by: D. 517-82 dated 82-03-03, D. 47-83 dated 83-01-12, D. 582-83 dated 83-03-23, D. 1405-83 dated 83-06-22 and D. 1406-83 dated 83-06-22)

Regulation respecting certificate for protective re-assignment of pregnant or nursing workers (R.R.Q. 1981, c. S-2.1, r.2. Replaced by: Decision, G.O. 82-01-27, p. 238)

Regulation respecting the application of the provisions relating to work accidents and occupational illnesses contained in the *Entente entre le Gouvernement du Québec et le Gouvernement de la République française en matière de sécurité sociale* (R.R.Q. 1981, c. S-2.1, r.12)

Règlement de régie interne de la CSST (R.R.Q. 1981, c. S-2.1, r.16. Amended by: D. 1687-82 dated 82-07-07)

Rules of proof, procedure and practice of the review boards of the CSST (R.R.Q. 1981, c. S-2.1, r.17)

Regulation respecting the reimbursement of certain expenses incurred by reason of an investigation or a hearing (R.R.Q. 1981, c. S-2.1, r.18)

Regulation respecting prevention programmes (D. 1282-82 dated 82-05-26, G.O. dated 82-06-23, p. 2373. Amended by: D. 747-83 dated 83-04-13)

Regulation respecting occupational health services (D. 1281-82 dated 82-05-26, G.O. dated 82-06-23, p. 2383. Amended by: D. 748-83 dated 83-04-13)

Regulation respecting reviews related to inspections (D. 147-83 dated 83-01-26, G.O. dated 83-02-16, p. 1147)

Regulation respecting occupational health and safety committees (D. 2025-83 dated 83-09-28, G.O. dated 83-10-12, p. 4209)

Continued Regulations

Regulation respecting the medical certificate of workmen (R.R.Q. 1981, c. S-2.1, r.3)

Regulation respecting shipyards (R.R.Q. 1981, c. S-2.1, r.4)

Safety Code for the wood-working industry (R.R.Q. 1981, c. S-2.1, r.5)

Safety Code for the construction industry (R.R.Q. 1981, c. S-2.1, r.6. Amended by: S.Q. 1981, c.7, s. 536, S.Q. 1982, c.53, s. 57 and D. 749-83 dated 83-04-13)

Regulation respecting ice cutting (R.R.Q. 1981, c. S-2.1, r.7)

Regulation respecting industrial establishments (R.R.Q. 1981, c. S-2.1, r.8)

Regulation respecting industrial and commercial establishments (R.R.Q. 1981, c. S-2.1, r.9. Amended by: S.Q. 1981, c. 7, s. 536)

Regulation respecting the shoring of concrete formwork (R.R.Q. 1981, c. S-2.1, r.10)

Regulation respecting the handling and use of explosives (R.R.Q. 1981, c. S-2.1, r.11)

Regulation respecting mine rescue stations (R.R.Q. 1981, c. S-2.1, r.13)

Regulation respecting the protection of compressed air workers (R.R.Q. 1981, c. S-2.1, r.14)

Regulation respecting the quality of the work environment (R.R.Q. 1981, c. S-2.1, r.15. Amended by: D. 576-82 dated 82-03-10)

Regulation respecting the salubrity and safety of workmen in mines and quarries (R.R.Q. 1981, c. S-2.1, r.19)

Regulation respecting safety and health in foundry works, (R.R.Q. 1981, c. S-2.1, r.20)

Regulation respecting work carried out in the vicinity of electric power lines (R.R.Q. 1981, c. S-2.1, r.21. Amended by: S.Q. 1981, c. 7, s. 536)

Regulation respecting forestry operations (R.R.Q. 1981, c. S-2.1, r.22)

Regulation respecting the use of explosive actuated tools (R.R.Q. 1981, c. S-2.1, r.23)

Regulation respecting elevators, dumb-waiters, escalators and moving walks (R.R.Q. 1981, c. S-3, r.1)

Building Code (R.R.Q. 1981, c. S-3, r.2)

Regulation respecting sanitary conditions in industrial or other camps (R.R.Q. 1981, c. Q-2, r.3)

Regulation respecting solid waste (R.R.Q. 1981, c. Q-2, r.14. Amended by: D. 195-82 dated 82-01-27)

Regulation respecting underground waters (R.R.Q. 1981, c. M-13, r.3)

Regulation respecting the application of the Public Health Protection Act (R.R.Q. 1981, c. P-35, r.1. Amended by: D. 3506-81 dated 81-12-16, D. 2335-82 dated 83-10-13, D. 975-83 dated 83-05-18 and D. 1215-83 dated 83-06-15)

Regulations Adopted Under the Workmen's Compensation Act

Regulation respecting skilled tradesmen (R.R.Q. 1981, c. A-3, r.1)

Regulation respecting financial assistance (R.R.Q. 1981, c. A-3, r.2)

Regulation respecting the Impairment Table (R.R.Q. 1981, c. A-3, r.3. Replaced by: D. 1948-82 dated 82-08-25)

Regulation respecting the computation of the weighted net income (R.R.Q. 1981, c. A-3, r.4. Amended by: D. 1551-82 dated 82-06-23, D. 2827-82 dated 82-12-01 and D. 2644-83 dated 83-12-14)

Regulation respecting the classification of employers (R.R.Q. 1981, c. A-3, r.5. Amended by: D. 1550-82 dated 82-06-23, D. 368-83 dated 83-04-23 and D. 2430-83 dated 83-11-23)

Regulation respecting statements of wages (R.R.Q. 1981, c. A-3, r.6)

Regulation respecting the medical examination provided for in section 23 of the Workmen's Compensation Act (R.R.Q. 1981, c. A-3, r.7)

Regulation respecting occupational diseases (R.R.Q. 1981, c. A-3, r.8)

Regulation respecting payment of expenses for organizing and maintaining rescue stations in mines and the reimbursement by interested employers of sums disbursed (R.R.Q. 1981, c. A-3, r.9)

Regulation respecting the penalty for non-payment of an assessment (R.R.Q. 1981, c. A-3, r.10. Amended by: D. 1839-82 dated 82-08-12 and D. 1204-83 dated 83-05-08)

Regulation respecting reimbursement of damaged or destroyed clothing, prosthesis or orthosis (R.R.Q. 1981, c. A-3, r.11)

Regulation respecting first aid services (R.R.Q. 1981, c. A-3, r.12)

Regulation respecting the assessment system based on merit (R.R.Q. 1981, c. A-3, r.13)

Regulation respecting the transportation of the body of a worker (R.R.Q. 1981, c. A-3, r.14)

Regulation respecting non-remunerated workers (R.R.Q. 1981, c. A-3, r.15)

Regulation respecting criteria of assessment applicable to certain employers (D. 271-82 dated 82-02-08)

By-law No. 39 concerning the institution of the advisory committee on industrial accidents (O.C. 4132 dated 70-11-04. Amended by: O.C. 4788 dated 70-12-22)

Regulation Adopted Under the Act respecting indemnities for victims of asbestosis and silicosis in mines and quarries

Regulation respecting the appointment of members of the Medical Experts Committee (R.R.Q. 1981, c. I-7, r.1)

Regulation Adopted Under the Crime Victims Compensation Act

Regulation respecting the application and notice of election to claim benefits by a victim (R.R.Q. 1981, c. I-6, r.1)

Regulation Adopted Under the Act to promote good citizenship

Regulation respecting the decorations and distinctions that may be awarded and the awards that may be granted under the Act to promote good citizenship (R.R.Q. 1981, c. C-20, r.1. Amended by: D. 2468-82 dated 82-11-24)

POOR

QUALITY

ORIGINAL